INDUSTRIAL RELATIONS RESEARCH IN CANADA 1980 AND 1981

CANADA DEPARTMENT OF LABOUR — 1980 AND 1981

An inventory, compiled and published by the Economics and Industrial Relations Research Branch, Canada Department of Labour, of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals.

LA RECHERCHE SUR LES RELATIONS INDUSTRIELLES AU CANADA 1980 ET 1981

MINISTÈRE DU TRAVAIL DU CANADA — 1980 ET 1981

Répertoire établi et publié par la Direction de l'économique et de la recherche en relations industrielles, du ministère du Travail du Canada, présentant une liste des travaux de recherche sur les relations industrielles, entrepris par le ministère, d'autres ministères du gouvernement, des maisons d'enseignement et des particuliers.

Published by Authority of the Honourable Charles L. Caccia, Minister of Labour, Government of Canada

Publié en vertu de l'autorisation de l'honorable Charles L. Caccia, ministre du Travail, Gouvernement du Canada

Additional copies of this report may be obtained from:

Publications Distribution Centre
Inventory and Materiel Control
Labour Canada
Ottawa, Ontario
K1A 0J2

(819) 994-0543

Pour obtenir d'autres exemplaires du rapport, veuillez communiquer avec le

Centre de distribution des publications
Service de contrôle du matériel et de l'inventaire
Travail Canada
Ottawa (Ontario)
K1A 0J2

(819) 994-0543

©Minister of Supply and Services Canada, 1982

©Ministre des Approvisionnements et Services Canada, 1982

Cat. No. L2-29/1981
ISBN 0-662-51969-8

N° de cat. L2-29/1981
ISBN 0-662-51969-8

Printed in Canada
Imprimé au Canada

FOREWORD

This is the eleventh edition of the Department's report on industrial relations research in Canada. The survey on which the inventory is based was taken at the beginning of 1982, and covers research projects completed or in progress during the calendar years 1980 and 1981. I should like here to thank all the persons who have provided us with the details of their research.

The projects are reported in the language in which they were submitted and editorial changes have been kept to a minimum. Where additional information was required, every effort was made to contact the individual researcher. Projects have been classified into broad groups to make it easier to find and compare research in areas which may be closely related. Also included is a list, as complete as it has been possible to compile, of previously unreported publications resulting from projects reported in past editions of this research inventory. Information was received for some projects which commenced in 1982. The titles of these are noted at the end of the report, and the projects will be included in the next edition of the inventory.

Inquiries about individual projects could most expeditiously be made by addressing them directly to the researcher concerned, and for this reason mailing addresses (and in most cases, telephone numbers) are included in the Index of Researchers.

AVANT-PROPOS

Voici le onzième rapport du Ministère sur la recherche dans le domaine des relations industrielles au Canada. L'enquête sur laquelle se fonde le répertoire a été menée au début de 1982, et a porté sur les travaux de recherche terminés ou en cours pendant les années civiles 1980 et 1981. Je tiens à remercier toutes les personnes qui nous ont fourni des détails sur leurs recherches.

Les rapports des travaux sont publiés dans la langue dans laquelle ils ont été présentés et les remaniements aux fins de l'impression ont été réduits au minimum. Là où il nous manquait des renseignements, nous avons fait tout notre possible pour atteindre l'auteur des recherches. Nous avons regroupé les travaux en de grandes catégories pour permettre de trouver et de comparer plus facilement ceux qui sont dans des domaines qui se ressemblent. Nous avons également établi une liste aussi complète que possible de toutes les publications encore non répertoriées et résultant de projets cités dans des rapports précédents. Nous avons été mis au courant de certains projets entrepris en 1982. Ces derniers, dont les titres figurent à la fin du rapport, seront inclus dans la prochaine édition du répertoire.

Pour obtenir rapidement des renseignements sur des travaux particuliers, on voudra bien s'adresser directement aux auteurs dont l'adresse postale et, la plupart du temps, le numéro de téléphone figurent dans le répertoire des chercheurs.

This report was prepared in the Industrial Relations Analysis and Research Division of the Economics and Industrial Relations Research Branch by Nancy Preston, under the direction of Garfield Clack.

Le présent rapport a été rédigé par Nancy Preston, de la Division de l'analyse des relations industrielles et de la recherche, à la Direction de l'économique et de la recherche en relations industrielles, sous la direction de Garfield Clack.

Mark Mueller
Director - Directeur
Economics and Industrial Relations Research -
Direction de l'économique et de la recherche en relations industrielles

TABLE OF CONTENTS
TABLE DES MATIÈRES

	Page
INDEX OF RESEARCHERS (INCLUDING MAILING ADDRESSES AND TELEPHONE NUMBERS) LA LISTE DES CHERCHEURS (INCLUANT L'ADRESSE POSTALE ET LE NUMÉRO DE TÉLÉPHONE)	1
DIRECTORY OF PROJECTS BY CLASSIFICATION LE RÉPERTOIRE DES PROJETS PAR CATÉGORIE	
A. WORKERS, UNIONISM AND LABOUR MOVEMENTS LES TRAVAILLEURS, LE SYNDICALISME ET LES ORGANISATIONS DE TRAVAILLEURS	33
B. MANAGEMENT AND EMPLOYER MOVEMENTS LE PATRONAT ET LES ORGANISATIONS D'EMPLOYEURS	61
C. LABOUR-MANAGEMENT RELATIONS LES RELATIONS OUVRIÈRES-PATRONALES	86
D. LEGISLATION AND THE ROLE OF GOVERNMENTS LA LÉGISLATION ET LE RÔLE DES GOUVERNEMENTS	120
E. WAGES AND OTHER COMPENSATION LES SALAIRES ET LES AUTRES INDEMNITÉS	140
F. MANPOWER AND OCCUPATIONS LA MAIN-D'OEUVRE ET LES OCCUPATIONS	161
G. COMPOSITE AND MISCELLANEOUS MIXTES ET DIVERSES	198
DIRECTORY OF PROJECTS INITIATED IN 1982 LE RÉPERTOIRE DES PROJETS MIS EN MARCHE EN 1982	234
PUBLICATIONS RESULTING FROM RESEARCH REPORTED IN PREVIOUS EDITIONS LES PUBLICATIONS QUI SONT LE FRUIT DE TRAVAUX DE RECHERCHES MENTIONNÉS DANS DES NUMÉROS ANTÉRIEURS	235

INDEX OF RESEARCHERS
LA LISTE DES CHERCHEURS

Abbey, D., Department of Adult Education, Ontario Institute for Studies in Education, 252 Bloor St. W., Toronto, Ont., M5S 1V6, (416) 923-6641 266

Abella, I., History Department, University of Winnipeg, Winnipeg, Manitoba, R3B 2E9, (204) 786-7811 ext. 323 284

Adams, G., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5860 287

Adams, G.W. Ontario Labour Relations Board, 400 University Ave., Toronto, Ont., M7A 1V4, (416) 965-4193 257

Adams, J., Department of Adult Education, Ontario Institute for Studies in Education, 252 Bloor St. W., Toronto, Ont., M5S 1V6, (416) 923-6641 266

Adell, B.L., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5803 289

Adsett, M.D., Department of Sociology, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-4321 348

Agarwal, N.C., Personnel and Industrial Relations, Faculty of Business, McMaster University, Hamilton, Ont., L8S 4M4, (416) 525-9140 Ext. 4435 ..... 323, 332

Allaire, A., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6111 375

Allaire, B., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7310 109

Amernic, J., Faculty of Management Studies, University of Toronto, 246 Bloor St. W., Toronto, Ont., M5S 1A1, (416) 978-5552 .. 59, 170

Anderson, J., Centre for Industrial Relations, University of Toronto, 123 George St., Toronto, Ont., M5A 1A1, (416) 978-5366 ..... 187, 219, 234, 324

Andrew, C., Département de sciences politiques, Faculté des sciences sociales, Université d'Ottawa, Ottawa, Ont., K1N 6N5, (613) 231-5445 223

Andrew, E., Division of Social Sciences, Scarborough College, University of Toronto, 1265 Military Trial, West Hill, Ont., M1C 1A4, (416) 284-3168 91

Anton, F.R., Department of Economics, University of Calgary, Calgary, Alta., T2N 1N4, (403) 284-5487 217

Apostle, R., Department of Sociology and Social Anthropology, Dalhousie University, Halifax, N.S., B3H 3J5, (902) 424-2026 .. 396

Aranya, N., Tel Aviv University, Ramat-Aviv, Tel-Aviv, Israel, (03) 420111 59

Archibald, C., Département de sciences politique, Faculté des sciences sociales, Université d'Ottawa, Ottawa, Ont., K1N 6N5, (613) 231-5445 223

Arnand, N., Department of Sociology, University of Ottawa, 550 Cumberland St., Ottawa, Ont., K1N 6N5, (613) 231-7007 26

Arnott, R., Department of Economics, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-3247 ..... 387, 402
Arsenault, M., P.E.I. Department of Labour, Research and Planning, P.O. Box 2000, Charlottetown, P.E.I., C1A 7N8, (902) 892-3416 ..... 393, 418
Ascah, L., Department of Economics, University of Sherbrooke, Cité universitaire, boulevard de l'Université, Sherbrooke, Qué., J1K 2R1, (819) 565-4560 ..... 281, 325, 343
Ashenfelter, O., Industrial Relations Section, Princeton University, P.O. Box 248, Princeton, New Jersey, 08544, (609) 452-4040 ..... 207, 353
Auld, D.A.L., Department of Economics, University of Guelph, Guelph, Ont., N1G 2W1, (519) 824-4120 .....270, 496
Aykroyd, C., Program Services Branch, B.C. Ministry of Labour, Victoria, British Columbia, V8V 1X4, (604) 387-5071 . 251, 334, 336
Baba, V.V., Department of Management, Concordia University, Sir George Williams Campus, 1455 de Maisonneuve Blvd. W., Montréal, Qué., H3G 1M8, (514) 879-5995 ..... 133, 193
Baetz, M.C., Wilfred Laurier University, 75 University Ave., Waterloo, Ont., N2L 3G5, (519) 884-1970 269
Baher, W.M., Department of History, University of Lethbridge, 4401 University Drive, Lethbridge, Alta., T1K 3M4, (403) 329-2540 203
Bain, G.S., Industrial Relations Research Unit, University of Warwick, Coventry, England, CV4 7AL, (0203) 24011 ..... 158, 196
Barnard, W., Department of Adult Education, Ontario Institute for Studies in Education, 252 Bloor St. W., Toronto, Ont., M5S 1V6, (416) 923-6641 103
Barnes, L.W.C.S., 60 McLeod St., Apt. 801, Ottawa, Ont., K2P 2G1, (613) 234-0592 ..... 258, 337
Basilevsky, A., Department of Economics, St. John's College, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-8880 391
Batusley, J.M., Department of Health Administration, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-2011 88
Baureiss, G., Department of Sociology, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-9618 ..... 8, 190
Beach, C.M., Department of Economics, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-3212 417
Beatty, D., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5860 287
Beaucage, A., Département d'administration, Université du Québec à Hull, C.P. 1250, Succursale "B", Hull, Qué., J8X 3X7, (819) 776-8320 317
Beaulieu, P., Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2794 532
Beck, B.E.F., Department of Anthropology, University of British Columbia, 2075 Wesbrook Mall, Vancouver, B.C., V6T 1W5, (604) 228-5117 132
Bédard, M.Y., Actuarial Services, Unemployment Insurance Commission, Canada Employment and Immigration Dept., Ottawa, Ont., K1A 0J9, (613) 996-9578 1

Bégin, C., Département des relations industrielles, Pavillon De Koninck, Université Laval, Cité universitaire, Québec Qué., G1K 7P4, (418) 656-3534 58
Bélanger, J., Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2722 196
Bélanger, N., Département de Sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7310 ..... 109, 375
Belec, B.E., Canadian Forces Personnel Applied Research Unit, 4900 Yonge St., Suite 600, Willowdale, Ont., M2N 6B7, (416) 224-4975 365
Bendel, M., Faculty of Law, (Common Law Section), University of Ottawa, Ottawa, Ont., K1N 6N5, (613) 231-3415 172
Bernard, P., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6111 375
Bernier, C., Institut de recherche appliquée sur le travail, 3290, rue Lacombe, C.P. 6128, Montréal, Qué., H3C 3J7, (514) 739-2793 527
Bherer, H., Département de management, Faculté des sciences de l'administration, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-3274 171
Billette, A., Département de sociologie, Cité universitaire, Université Laval, Québec, Qué., G1K 7P4, (418) 681-5022 .. 180, 227
Bilson, B., Faculty of Law, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, (306) 343-2100 262
Blais, R., Département de psychologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6951, 435-8900 438
Bliss, M.J., University of Toronto, Toronto, Ont., M5S 1A1, (416) 925-4368 469
Bloom, D., Carnegie-Mellon University, 5000 Forbes Avenue, Pittsburgh, Pennsylvania, 15213, (413) 578-2000 207
Blouin, R., Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2793 ..... 241, 267, 280
Blum, A.A., Industrial Relations Management, Faculty of Commerce and Business Admin., University of British Columbia, Vancouver, B.C., V6T 1W5, (604) 228-4819 25
Bluteau, G., Pay Research Bureau, Public Service Staff Relations Board, 140 O'Connor St., Ottawa, Ont., K1P 5V2, (613) 996-1043 321
Boies, M., Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2794 151
Boisjoly, J., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6111 375
Boisvert, M., École des hautes études commerciales, Université de Montréal, 5244, rue Decelles, Montréal, Qué., H3T 1V6, (514) 626-1115 ..... 87, 154, 408

Boivin, J. Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4., (819) 656-3258 ..... 71, 225, 406
Bordeleau, Y. Université du Québec à Trois-Rivières, C.P. 500, Trois-Rivières, Qué., G9A 5H7, (819) 376-5743 395
Borghese, A. Department of History, University of Lethbridge, Lethbridge, Alta., T1K 3M4, (403) 329-2543 533
Bothwell, R., Department of History, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-6778 492
Bouchard, G., Département des sciences humaines, Université du Québec à Chicoutimi, 930 est, rue Jacques-Cartier, Chicoutimi Qué., G7H 2B1, (418) 545-5011 75
Boulard, R., Département des relations industrielles, Pavillon de Koninck, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-4422 ..... 320, 361
Bourhis, R.Y., Department of Psychology, McMaster University, Hamilton, Ont., L8S 4K1, (416) 525-9140, Ext. 4673 119
Bowles, R.T., Department of Sociology, Trent University, Peterborough, Ont., K9J 7B8, (705) 748-1585 512
Boyd, M., Department of Sociology, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-7446 ..... 348, 378, 461
Branchaud, J., École des relations industrielles, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 674-4007 182
Breeze, J.E., c/o B.C. Research, 3650 Wesbrook Mall, Vancouver, B.C., V6S 2L2, (604) 224-4331 543
Brenner, R., Department of Economics, University of Montréal and McGill University, 855 Sherbrooke, St. W., Montréal, Qué., H3A 2T7, (519) 392-5233 498
Brinkerhoff, M.B., Faculty of Social Sciences, University of Calgary, 2920 - 24 Ave. N.W., Calgary, Alta., T2N 1N4, (403) 284-5400 471
Brodeur, J.-M., Département d'administration de la santé, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6172 ..... 103, 371, 425
Brody, B., École de relations industrielles, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7708 ..... 49, 127, 278, 356
Brookbank, C.R., Research Institute of Public Affairs, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, (902) 425-2526 76
Brossard, M., École des relations industrielles, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 674-4007 ..... 182, 215
Brown, E.H., Canada Employment and Immigration Commission, 1055 Georgia St. W., Vancouver, B.C., V6E 2P8, (604) 666-2461 . 436
Brown, M.P., Department of Political Science, Dalhousie University, Halifax, N.S., B3H 4H6, (902) 424-3743 67
Brown, R.M., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5860 287
Browne, J.W., Department of Health Administration, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-2011 88
Brown-John, C.L., Department of Political Science, University of Windsor, Windsor, Ont., N9B 3P4, (519) 253-4232 36

Brownstone, M., Department of Political Economy, University of Toronto, Toronto, Ont., M5S 1A1, (416) 362-0094 201
Bruce, B.D., Department of Law, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3, (506) 453-4995 237
Bruce, C.J., Department of Economics, University of Calgary, 2500 University Dr. N.W., Calgary, Alta., T2N 1N4, (403) 284-5858 ..... 242, 249
Brunet, M., Département d'histoire, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6254 440
Bryce, G.K., Occupational Health and Safety Division, Government of Alberta, Edmonton, Alta., (403) 427-6971 197
Bullen, J., 2-256 Flora St., Ottawa, Ont., K1R 5R9, (613) 563-1095 . 17
Burshtyn, H., Department of Sociology and Anthropology, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-7420 52
Buteau, H., Condition féminine, Pavillon des sciences de l'éducation, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-4030 77
Byles, J.A., Department of Psychiatry, McMaster University, 1200 Main St. W., Hamilton, Ont., L8N 3Z5, (416) 525-9140 Ext. 2583 5
Caloren, F., Département de sciences politiques, Faculté des sciences sociales, Université d'Ottawa, Ottawa, Ont., K1N 6N5, (613) 231-5445 223
Cameron, D., Program Services Branch, B.C. Ministry of Labour, Victoria, B.C., V8V 1X4, (604) 387-5071 ..... 546, 547
Campbell, J., Department of History, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-2011 491
Campbell, R.L., Department of Law, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-7543 139
Card, D., Industrial Relations Section, Princeton University, P.O. Box 248, Princeton, New Jersey, 08544, (609) 452-4040 353
Carmichael, L., Department of Economics, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-2632 ..... 328, 369
Carmody, C., P.E.I. Department of Labour, Research and Planning, P.O. Box 2000, Charlottetown, P.E.I., C1A 7N8, (902) 892-3416 ..... 292, 364, 393
Carruthers, N., Faculty of Commerce, University of British Columbia, 2053 Main Mall, Vancouver, B.C., V6T 1W5, (604) 228-6217 19
Carter, D.D., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5860 ..... 287, 289, 294
Cartrell, J.W., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 3G1, (403) 432-3315 510
Catlin, G., Special Surveys Group, Statistics Canada, Jean Talon Bldg., Tunney's Pasture, Ottawa, Ont., (613) 996-5717 1
Cattaneo, R.J., Faculty of Business Administration, University of Windsor, Windsor, Ont., N9B 3P4, (519) 735-2047 327
Cawsey, T.F., School of Business and Economics, Wilfrid Laurier University, Waterloo, Ont., N2L 3C5, (519) 884-1970, Ext. 283 . 462
Chadwick-Jones, J.K., Department of Psychology, Saint Mary's University, Halifax, N.S., B3H 3C3, (902) 422-7361 2

Channan, S., Department of Industrial and Vocational Education, University of Alberta, Edmonton, Alta., T6G 2E5, (403) 432-5639 452
Charron, T.G., 5275 South St., Apt. 11, Halifax, N.S., B3J 1A3, (902) 429-5149 209
Chartier, A.E., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261 ..... 141, 191, 192, 340
Cherwinski, W.J.C., Department of History, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Newfoundland, A1C 5S7, (709) 737-8441 465
Chinloy, P., Department of Economics, University of British Columbia, 2075 Westbrook Mall, Vancouver, B.C., V6T 1W5, (604) 228-2211 ..... 427, 509
Chodak, S., Department of Sociology, Sir George William Campus, Concordia University, 1455 de Maisonneuve Blvd. W., Montréal, Qué., H3G 1M8, (514) 879-5995 457
Chow, R., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-5855 428
Ciuriak, D., Long Range and Structural Analysis Div., Department of Finance Canada, Ottawa, Ont., K1A 0G5, (613) 593-7970 415
Clairmont, D.H., Research Institute of Public Affairs, Dalhousie University, Halifax, N.S., B3H 3J5, (902) 425-2526 ..... 76, 396
Coburn, D., University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-2011 556
Cole, C., Department of History, University of Western Ontario, London, Ont., N6A 3K7, (519) 679-2111 363
Coleman, W.D., Department of Political Science, McMaster University, Hamilton, Ont., L8S 4M4, (416) 525-9140 Ext. 4741 34
Coles, B., Faculty of Education, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-6149 520
Contandriopoulos, A.-P., Département d'administration de la santé, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6172 ..... 316, 322, 371, 381, 382, 425
Cooper, J., Faculty of Social Science, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-3703 57
Cooper, M.R., George Washington University, Washington, D.C., c/o OECD, 2, rue André-Pascal, 75775 Paris, CEDEX 16, (1) 524 82-00 523
Copp, T., Department of History, Wilfrid Laurier University, Waterloo, Ont., N2L 3C5, (519) 846-5493 84
Cormier, L., Département des relations industrielles, Pavillon de Koninck, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-4422 320
Côté, M., École des hautes études commerciales, Université de Montréal, 524, rue Decelles, Montréal, Qué., H3T 1V6, (514) 343-4510 96
Cottell, P.L., MacMillan Bloedel Limited, Research and Development Department, 3350 East Broadway, Vancouver, B.C., V5M 4E6, (604) 254-5151 483

Cousineau, J.-M., Département de sciences économiques, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7532 ..... 331, 424
Coyte, P., Department of Economics, Simon Fraser University, Burnaby, B.C., V5A 1S6, (604) 291-3709 ..... 421, 457
Craig, A.W.J., Faculty of Administration, University of Ottawa, Ottawa, Ont., K1N 6N5, (613) 231-5493 545
Craig, J.G., Department of Sociology, York University, 4700 Keele St., Downsview, Ont., M3J 1P3, (416) 667-3007 ..... 98, 99
Craven, P., Social Science Division, York University, 4700 Keele St., Downsview, Ont., M3J 1P3, (416) 667-6272 ..... 45, 222, 507
Crawford, R., Department of Management, Concordia University, Sir George Williams Campus, Montréal, Qué., H3G 1M8, (514) 879-4481 133
Crispo, J., Department of Business Administration, Simon Fraser University, Burnaby, B.C., V5A 1S6, (604) 291-3684, Ext. 3708 ..... 66, 501
Cross, M., Department of History, Dalhousie University, Halifax, N.S., B3H 3J5, (902) 424-2011 537
Cruikshank, D., Department of History, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Newfoundland, A1C 5S7, (709) 737-8439 ..... 74, 156, 233
Dagum, C., Department of Economics, University of Ottawa, Ottawa, Ont., K1N 6N5, (613) 231-2265 ..... 329, 333, 513, 542
Dallas, L., Pay Research Bureau, Public Service Staff Relations Board, P.O. Box 1525, Station "B", Ottawa, Ont., K1P 5V2, (613) 996-3545 346
Daly, D.J., Faculty of Administrative Studies, York University, Room 317, Administrative Studies Building, 4700 Keele St., Downsview, Ont., M3J 2R6, (613) 667-3114 505
D'Amboise, G., Faculté des sciences de l'administration, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2490 115
Daniel, M.J., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261 ..... 192, 305
Darroch, A.G., Department of Sociology, 131 McLaughlin College, York University, 4700 Keele St., Downsview, Ont., M3J 1P3, (416) 667-3268 367
David, H., Institut de recherche appliquée sur le travail, C.P. 6128, 3290 Lacombe, Montréal, Qué., (514) 739-2791 384
Davis, K., c/o Department of Management, Saint Mary's University, Halifax, N.S., B3H 3C3, (902) 429-9780 524
Davis, P.F., Department of Secretarial & Administrative Studies, Middlesex College, University of Western Ontario, London, Ont., N6A 5B7, (519) 679-3732 495
Day, H.I., Department of Psychology, York University, 4700 Keele St., Downsview, Ont., M3J 1P3, (416) 667-2514 ..... 37, 54, 63
Dearness, J.A., Faculty of Business Administration, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Newfoundland, A1B 3X5, (709) 737-8005 414

De'Ath, C.E., Department of Man-Environment Studies, University of Waterloo, Waterloo, Ont., N2L 3G1, (519) 885-1211 Ext. 3407 ... 550
De Bellefeuille, D., Département de relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2641 ... 361
Dechêne, L., Department of History, McGill University, 855 Sherbrooke St., W., Montréal, Qué., H3A 2T7, (514) 392-5187 ... 516
Dendur, M., Pay Research Bureau, Public Service Staff Relations Board, P.O. Box 1525, Station "B", Ottawa, Ont., K1P 5V2, (613) 996-3545 ... 416
Denis, S., Département de sciences politiques, Faculté des sciences sociales, Université d'Ottawa, Ottawa, Ont., K1N 6N5, (613) 231-5445 ... 223
Den Otter, A.A., Department of History, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Nfld., A1C 5S7, (709) 737-7920 ... 472
Derraugh, W.K., Pay Research Bureau, Public Service Staff Relations Board, P.O. Box 1525, Station "B", Ottawa, Ont., K1P 5V2, (613) 996-3545 ... 304
Detwiller, L.F., c/o B.C. Research, 3650 Westbrook Mall, Vancouver, B.C., V6S 2L2, (604) 224-4331 ... 543
Devin, K., Department of Labour, Research and Planning, P.O. Box 2000, Charlottetown, P.E.I., C1A 7N8, (902) 892-3416 . 393
Devries, P., Department of Sociology and Anthropology, Concordia University, Sir George William Campus, 1455 de Maisonneuve Blvd. W., Montréal, Qué., H3G 1M8, (514) 879-7272 ... 475
DeVries-MacNab, G., Department of Sociology and Anthropology, Concordia University, Sir Georges William Campus, 1455 de Maisonneuve Blvd. W., Montréal, Qué., H3G 1M8, (514) 879-7272 ... 475
DeYoung, M., Nova Scotia Department of Labour and Manpower, Research Division, P.O. Box 697, Halifax, N.S., B3J 2T8, (902) 424-4313 ... 166
Dickens, L., SSRC, Industrial Relations Research Unit, University of Warwick, Coventry, England, CV4 7AL, (0203) 24011..... 260
Dickinson, J., Department of History, University of Western Ontario, London, Ont., N6A 3K7, (519) 679-2111 ... 75
Dionne, P., Faculté des sciences de l'administration, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (514) 656-7283 ... 112, 441, 1982
Dooley, M.D., Department of Economics, McMaster University, Hamilton, Ont., L8S 4M4, (416) 525-9140 ... 319
Doray, P., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6111 ... 375
Dorsey, J.E., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5860 ... 287
Dowling, J.B., School of Business, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-3075 ... 202
Downie, B.M., School of Business, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5867 ... 162

Dresner, B., Faculty of Management Studies, University of Toronto, 246 Bloor St. W., Toronto, Ont., M5S 1A1, (416) 978-4196 125
DuBroy, R., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261 311
Duffy, J., School of Business Administration, Dalhousie University, Halifax, N.S., B3H 3J5, (902) 424-7080 146
Dufresne, F., Département des relations industrielles, Sciences sociales, Université Laval, Cité universitaire, Laval, Qué., G1K 7P4, (514) 656-2077 ..... 71, 214
Dugas, N., Département de sciences politiques, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-7152 248
Duguay, C.H., Nova Scotia Department of Labour and Manpower, Research Division, P.O. Box 697, Halifax, N.S., B3J 2T8, (902) 424-4313 339
Dumais, L., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7310 109
Dunlop, D., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261 ..... 128, 129
Easton, S.T., Department of Economics, Simon Fraser University, Burnaby, B.C., V5A 1S6, (604) 291-3565 309
Eberman, F., P.E.I. Department of Labour, Research and Planning, P.O. Box 2000, Charlottetown, P.E.I., C1A 7N8, (902) 892-3416 . 386
Ehrentraut, A.W., Department of Sociology & Anthropology, University of Windsor, Windsor, Ont., N9B 3P4, (519) 253-4232 Ext. 771 ..... 522, 548
Elliott, D., Policy Planning and Research Division, Saskatchewan Department of Labour, 1914 Hamilton St., Regina, Sask., S4P 4V4, (306) 565-2427 358
Elliott, R., Department of History, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5511 40
Ellis, S.R., Osgoode Hall Law School, York University, 4700 Keele St., Downsview, Ont., M3J 1P3, (416) 667-3482 176
Employment and Immigration Canada, Place du Portage, Phase IV, Hull 8, Hull, Qué., K1A 0J9, (613) 994-1712 485
England, G., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5860 287
Esser, J.K., Department of Psychology, University of Winnipeg, 615 Portage Ave., Winnipeg, Man., R3B 2E9, (204) 786-7811 Ext. 594 39
Etherington, L., Department of Business Administration, Simon Fraser University, Burnaby, B.C., V5A 1S6, (604) 291-3708 113
Evans, M.G., Faculty of Management Studies, University of Toronto, 246 Bloor St. W., Toronto, Ont., M5S 1V4, (416) 978-4915 ..... 220, 221
Everson, C., Department of Political Economy, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-6165 359
Fabi, B., Université du Québec à Trois-Rivières, C.P. 500, Trois-Rivières, Qué., G9A 5H7, (819) 376-5734 395

Farrell, P., School of Nursing, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-8880 138
Feldthusen, B.P., Faculty of Law, University of Western Ontario, London, Ont., N6A 3K7. (519) 679-2988 363
Felt, P., Department of Sociology, Acadia University, Wolfville, N.S., B0P 1X0, (902) 542-2201 460
Fertuck, L., Faculty of Management Studies, University of Toronto, 246 Bloor St. W., Toronto, Ont., M5S 1A1, (416) 978-5552 170
Feuille, P., University of Illinois at Urbana-Champaign, Institute of Labour and Industrial Relations, 504 East Armory Ave., Champaign, Illinois, 61820, (217) 333-1000 ..... 187, 219
Fingard, J., Department of History, Dalhousie University, Halifax, N.S., B3H 3J5, (902) 424-2011 ..... 51, 412, 537
Finkelman, J., 400 Laurier Ave. E., Apt. 9A, Ottawa, Ont., K1N 8Y2, (613) 238-8698 530
Fisher, E.G., Department of Industrial and Legal Relations, University of Alberta, 325 Athabaska Hall, Edmonton, Alta., T6G 2E8, (403) 432-3998 ..... 168, 238, 313
Foot, D.K., Institute for Policy Analysis, University of Toronto, 150 St. George St., Toronto, Ont., M5S 1A1, (416) 978-6128 ..... 312, 370, 523, 468, 529, 552
Forcese, D., Faculty of Social Science, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-3703 57
Forestell, D.H., Canadian Forces Personnel Applied Research Unit, 4900 Yonge St., Suite 600, Willowdale, Ont., M2N 6B7, (416) 224-4975 ..... 60, 459
Forseth, D., Policy Planning and Research Division, Saskatchewan Department of Labour, 1914 Hamilton St., Regina, Sask., S4P 4V4, (306) 565-2424 256
Fortin, M., Hôpital de l'Enfant-Jésus, Direction du personnel, 1401, 18e rue, Québec, Qué., G1J 1Z4, (418) 694-5709 551
Fossum, J., Business Administration, University of Michigan, Ann Arbor, Michigan, 48109, (313) 764-1817 327
Fournier, M.-A., Département d'administration de la santé, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6170 322
Fouts, G.T., Department of Psychology, University of Calgary, 2500 University Dr. N.W., Calgary, Alta., T2N 1N4, (403) 284-5573 531
Frank, J.G., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261
..... 128, 129, 141, 191, 192, 306, 310, 311, 330, 338, 340, 342
Frechette, J.M., Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2794 181
Freeman, W., Vanier College, 821 Ste-Croix Blvd., Saint-Laurent, Qué., H4L 3X9, (514) 484-4953 53
Freyssinet, J., Grenoble, c/o OECD, 2, rue André-Pascal, 75775, Paris, Cedex 16, (1) 524 82-00 528
Frohlich, N., Department of Public Policy, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-8443 487

Frost, P.J., Faculty of Commerce, University of British Columbia, Vancouver, B.C., V6T 1Y8, (604) 228-4819 232
Gagnon, R.P., Faculté de droit, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-5009 282
Gale, J.H., Department of Management, St. Mary's University, Halifax, N.S., B3H 3C3, (902) 429-9780 145
Gale, J.R., Division of Business Administration, University of New Brunswick, P.O. Box 5050, Saint John, N.B., E2L 4L5, (504) 657-7310 110
Gandz, J., School of Business Administration, University of Western Ontario, London, Ont., N6A 3K7, (519) 679-3221 ..... 4, 117
Garnier, B., Faculté des sciences de l'administration, Université Laval, Québec, Qué., G1K 7P4, (418) 656-5589 97
Gartrell, C.D., Department of Sociology, University of Victoria, Victoria, B.C., V8W 2Y2, (604) 721-7579 349
Gartrell, J.W., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-5343 473
Gasse, Y., Faculté des sciences de l'administration, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2490 115
Gaucher, M.E., College of Pharmacy, University of Saskatchewan, Saskatoon, Sask., S7N 0W0, (306) 343-3707 105
Gaudet, A., Département d'administration scolaire, Université de Moncton, Moncton, N.B., E1A 3E9, (506) 854-2948 360
Genest, J.-G., Module d'histoire, Université du Québec, 930 est, Jacques-Cartier, Chicoutimi, Qué., G7H 2R7, (418) 545-5404, 545-5620 224
Gera, S., Economic Council of Canada, Labour Markets Group, P.O. Box 527, Ottawa, Ont., K1P 5V6, (613) 993-1254 ..... 380, 394
Gesy, K.F., College of Pharmacy, University of Saskatchewan, Saskatoon, Sask., S7N 0W0, (306) 343-3707 105
Gibson, E.S., Department of Clinical Epidemiology and Biostatistics, McMaster University, Health Sciences Centre, Hamilton, Ont., L8N 3Z5, (416) 525-9140 126
Gillingham, D.W., School of Commerce and Administration, Laurentian University of Sudbury, Ramsey Lake Rd., Sudbury, Ont., P3E 2C6, (705) 675-1151 479
Gingrich, P., Department of Sociology and Social Studies, University of Regina, Regina, Sask., S4S 0A2, (306) 584-4151 497
Girodo, M., School of Psychology, University of Ottawa, Ottawa, Ont., K1N 6N5, (613) 231-4242 100
Girouard, P., 5935, rue McLynn, Montréal, Qué., H3X 2R3, (514) 739-5404 267
Globerson, A., School of Industrial Relations, University of Montréal, C.P. 6128, Succursale A, Montréal, Qué., H3C 3J7, (514) 343-7320 541
Godard, J.H., School of Business, Queen's University, 128 Dunning Hall, Kingston, Ont., K7L 3N6, (613) 547-5744 ..... 186, 205
Goldenberg, S.B., Faculty of Management, McGill University, 845 Sherbrooke St. W., Montréal, Qué., H3A 2T5, (514) 392-5816 ..... 219, 530

Gorn, G.J., Faculty of Management, McGill University, 1001 Sherbrooke St. W., Montréal, Qué., H3A 1G5, (514) 392-5140 122
Graham, J., Nova Scotia Department of Labour and Manpower, Research Division, P.O. Box 697, Halifax, N.S., B3J 2T8, (902) 424-4313 544
Granovetter, M., Department of Sociology, State University of New York at Stony Brook, Stony Brook, N.Y., 11790, (518) 473-4060 Albany 349
Grant, M., Université du Québec à Montréal, Département des sciences administratives, 405, rue Ste-Catherine, Montréal, Qué., H3C 3P8, (514) 282-4838 454
Graves, R.S., Business Department, St. Lawrence College, Portsmouth Avenue, Kingston, Ont., K7L 5A6, (613) 544-5400 ..... 405, 443
Grenier, D., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6111 375
Grignon, R., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6111 375
Groupe de recherche et d'étude sur la technique et la société (GRETS), Université du Québec à Montréal, C.P. 8888, Montréal, Qué., H3C 3P8, (514) 282-4308 515
Guérin, G., Département des relations industrielles, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7315 ..... 106, 331, 503
Guilbault, J., Commission des transports de la communauté urbaine de Montréal, Montréal, Qué., (418) 656-3258 225
Gunder, M., Department of Business Administration, Simon Fraser University, Burnaby, B.C., V5A 1S6, (604) 291-3708 113
Gunderson, M., Centre for Industrial Relations, University of Toronto, 123 St. George St., Toronto, Ont., M5S 1A1, (416) 978-5366 ..... 160, 219, 234, 263, 299, 314, 324, 344, 350, 447, 486
Haccoun, R., Département des sciences de l'administration et de l'économique, Université du Québec à Trois-Rivières, 3351, boul. Des Forges, C.P. 500, Trois-Rivières, Qué., G9A 5H7, (819) 376-5734 ..... 70, 395
Hack, G.F., Nova Scotia Department of Labour and Manpower, Research Division, P.O. Box 697, Halifax, N.S., B3J 2T8, (902) 424-4313 178
Hackett, R.A., Department of Political Studies, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5511 517
Haden, M., Department of Economics, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-2544 318
Halary, C., Département de sociologie, Université du Québec à Montréal, C.P. 8888, Montréal, Qué., H3C 3P8, (514) 282-4308 .. 515
Halpern, E., Department of Law, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-7543 139
Hamelin, J., Département d'histoire, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2131 75
Handa, R.J., Department of Economics, McGill University, 855 Sherbrooke St. W., Montréal, Qué., H3A 2T7 (514) 392-5248 . 419

Hannah, L., London School of Economics and Political Science, Houghton Street, Aldwych, London, England, WC2A 2AE, 01-405 7686 467
Hanson, R., Pay Research Bureau, Public Service Staff Relations Board, Box 1525, Station "B", Ottawa, Ont., K1P 5V2, (613) 996-3545 346
Hari Das, T., Department of Management, Saint Mary's University, Halifax, N.S., B3H 3C3, (902) 429-9780, Local 364/358 ..... 110, 193, 524
Harries-Jones, P., Department of Anthropology, York University, Downsview, Ont., M3J 1P3, (416) 667-6254 514
Harsanyi, Z., Department of Psychiatry, McMaster University, 1200 Main St. W., Hamilton, Ont., L8N 3Z5, (416) 525-9140, Ext. 2583 5
Hart, R.A., International Management Institute, Berlin, c/o OECD, 2, rue André-Pascal, 75775 Paris, Cedex 16, (1) 524-8200 561
Harvey, E.B., Department of Sociology, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-2011 453
Hasan, A., Economic Council of Canada, Labour Markets Group, P.O. Box 527, Ottawa, Ont., K1P 5V6, (613) 993-1254 394
Hastings, J.E.F., Department of Health Administration, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-2011 88
Hattenhouer, R., Faculty of Business Administration, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Nfld., A1C 5S7, (709) 737-8503 ..... 42, 177
Haynes, R.B., Department of Clinical Epidemiology and Biostatistics, McMaster University, Health Sciences Centre, Hamilton, Ont., L8N 3Z5, (416) 525-9140 126
Hayward, B., Department of Sociology & Anthropology, University of British Columbia, 2075 Wesbrook Mall, Vancouver, B.C., V6T 1W5, (604) 228-2878 490
Hazlett, C.B., Division of Health Services Administration, University of Alberta, Room 13-104, Clinical Sciences Building, Edmonton, Alberta, T6G 2G3, (403) 432-6408 95
Hébert, G., School of Public Administration, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-6360 199
Helling, R.A., Department of Sociology & Anthropology, University of Windsor, Windsor, Ont., N9B 3P4, (519) 253-4232 116
Henderson, C., Pay Research Bureau, Public Service Staff Relations Board, 140 O'Connor St., Ottawa, Ont., K1P 5V2, (613) 996-1043 321
Hickling, M.A., Faculty of Law, University of British Columbia 1822 East Mall, Vancouver, B.C., V6T 1Y1, (604) 228-6166 . 244, 298
Hill, P., University of Bristol, Bristol, England, BS8 1TH 119
Hilton, J.K., Treasury Board of Canada, Journal Tower North, 300 Slater St., 5th Floor, Ottawa, Ont., K1A 0R5, (613) 995-1115 114
Hodgkinson, C., Faculty of Arts, Royal Roads Military College, FMO Victoria, B.C., V0S 1B0, (604) 388-1312 135
Hogan, B., St. Basil's College, 95 St. Joseph St., Toronto, Ont., M5S 2R9, (416) 925-4368 469

Hollander, A., Département d'Économie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7214 477
Holmes, R.A., Department of Business Administration, Simon Fraser University, Burnaby, B.C., V5A 1S6, (604) 291-3560 390
Hosios, A., Department of Economics, University of Toronto, Toronto, Ont., M5S 1A1, (613) 547-3247 402
Howard, R., Department of Sociology, McMaster University, Hamilton, Ont., L8S 4L8, (416) 525-9140 478
Howard, S., Department of Labour, Research and Planning, P.O. Box 2000, Charlottetown, P.E.I., C1A 7N8, (902) 892-3416 393
Hufty, E., Département des relations industrielles, Université Laval, Cité Universitaire, Québec, Qué., G1K 7P4, (418) 656-2794 136
Hum, D., Department of Economics, St. John's College, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-8880 391
Husby, P.J., Department of Administration and Foundations, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-8236 290
Inglis, G., Anthropology Department, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Nfld., A1C 5S7, (709) 737-8868 50
Ison, T.G., Osgoode Hall Law School, York University, 4700 Keele St., Downsview, Ont., M3J 2R5, (416) 667-3102 297
Jacek, H.J., Department of Political Science, McMaster University, Hamilton, Ont., L8S 4M4, (416) 525-9140 34
Jain, H.C., Faculty of Business, McMaster University, Hamilton, Ont., L8S 4M4, (416) 525-9140, Ext. 4435 ..... 120, 130, 255, 265, 377, 484
Jain, Hem C., Faculty of Administration, University of New Brunswick, Fredericton, N.B., E3B 6E5, (506) 453-4869 ..... 142, 147, 148, 167, 240, 259
Jamal, M., Department of Management, Concordia University, 7141 Sherbrooke St. W., Montréal, Qué., H4B 1R6, (514) 482-0320, Ext. 703 81
James, J.A., Canadian Forces Personnel Applied Research Unit, 4900 Yonge St., Suite 600, Willowdale, Ont., M2N 6B7, (416) 224-4975 362
Jardine, L., Nova Scotia Department of Labour and Manpower, Research Division, P.O. Box 697, Halifax, N.S., B3J 2T8, (902) 424-4313 178
Jenkins, A.W., Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2E1, (403) 432-2553 357
Jenness, R.A., Economic Council of Canada, c/o OECD, 2, rue André-Pascal, 75775 Paris, Cedex 16, (1) 524 82-00 528
Jones, F.E., Department of Sociology, McMaster University, Hamilton, Ont., L8S 4M4, (416) 525-9140 1982
Jones, J.C.H., Department of Economics, University of Victoria, Victoria, B.C., V8W 2Y2, (604) 477-6911 ..... 169, 189
Jordan, J., Faculty of Environmental Studies, York University, 4700 Keele St., Downsview, Ont., M3J 1P3, (416) 667-3007 99
Julian, J.A., Department of Clinical Epidemiology and Biostatistics, McMaster University, 1200 Main St. W., Hamilton, Ont., L8N 3Z5, (416) 525-9140 48

Julien, L., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261 310
Kaliski, S.F., Department of Economics, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-3212 ..... 124, 417
Kallen, E., Division of Social Science and Department of Anthropology, York University, 4700 Keele St., Downsview, Ont., M3J 1P3, (416) 667-3298 476
Kanungo, R.N., Faculty of Management, McGill University, 1001 Sherbrooke St. W., Montréal, Qué., H3A 1G5, (514) 392-5140 ..... 46, 59, 80, 102, 122
Kaplansky, K., 771 Eastbourne St., Ottawa, Ont., (613) 749-4033 250
Kealey, G.S., Department of History, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Nfld., A1C 5S7, (709) 737-8439 ..... 11, 14, 31, 41, 43, 74, 156, 233
Kelner, M.J., Department of Sociology, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-2011 476
Kennedy, A., Alberta Department of Labour, Planning and Research Branch, Room 506, 10808 - 99 Ave., Edmonton, Alta., T5K 0G2, (403) 427-8531 ..... 35, 175, 184, 261, 326, 352, 354, 435, 519
Kennedy, L.W., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-4659 480
Kerr, W., Department of Economics, University of Calgary, 2500 University Dr. N.W., Calgary, Alta., T2N 1N4, (403) 284-5858 242
Keyes, J., Department of Sociology, Mount Saint Vincent University, Halifax, N.S., B3M 2J6, (902) 443-4450, Ext. 239 460
Keylock, A.J.K., Keylock Consulting Ltd., 10940 Rosecroft Crescent, Richmond, B.C., V7A 2J1, (604) 271-1646 210
King, A.J.C., Faculty of Education, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-6149 520
Knights, P.R., Department of History, York University, Downsview, Ont., M3J 1P3, (416) 667-2238 28
Kochan, T.A., Sloane School, Massachusetts Institute of Technology, Boston, Mass. 205
Kolodny, H.F., Faculty of Management Studies, University of Toronto, 246 Bloor St. W., Toronto, Ont., M5S 1A1, (416) 978-4196 125
Kotowitz, Y., Department of Political Economy, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-6165 359
Krahn, H., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-5343 473
Krahn, H., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-3315 510
Kretzschmar, C., Assistant Prof. of Sociology, Division of Social Sciences, University of New Brunswick, Saint John, N.B., E2L 4L5, (506) 657-7310, Ext. 279 539
Krishnan, P., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-5855 ... 44, 426, 428, 429, 463
Kunin, R., Regional Manager, Economic Services, Canada Employment and Immigration Commission, 1055 George St. W., Vancouver, B.C., V6E 2P8, (604) 666-2461 436

Kuntz, D., College of Pharmacy, University of Saskatchewan, Saskatoon, Sask., S7N 0W0, (306) 343-3707 105
Kurian, L., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-5855 429
Lacourse, J., Département de Sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7310 109
Lacroix, R., Département de sciences économiques, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7532 425
Laferrière, D., Pay Research Bureau, Public Service Staff Relations Board, P.O. Box 1525, Station "B", Ottawa, Ont., K1P 5V2, (613) 996-3545 304
Laflamme, G., Département des relations industrielles, Sciences sociales, Université Laval, Cité universitaire, Laval, Qué., G1K 7P4, (418) 656-2077 214
Laframboise, C., Department of Law, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-7543 139
Lajoie, M., Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2794 ..... 47, 437, 511
Lalu, N.M., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-5855 428
Lance, J.-M.R., Département d'administration de la santé, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6170 ..... 381, 382
Lang, D., (Lieutenant-Commander), Faculty of Arts, Royal Roads Military College, FMO Victoria, B.C., V0S 1B0, (604) 388-1312 . 135
Langlois, S., Département de sociologie, Cité universitaire, Université Laval, Québec, Qué., G1K 7P4, (418) 656-2226 .. 389, 455
Lapointe, C., Département d'administration scolaire, Université de Moncton, Moncton, N.-B., E1A 3E9, (506) 854-2948 360
Laroche, G., Pay Research Bureau, Public Service Staff Relations Board, 140 O'Connor St., Ottawa, Ont., K1P 5V2, (613) 996-1043 321
Larocque, A., Département des relations industrielles, Sciences sociales, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2077 214
Larocque, P., Département des lettres et sciences humaines, Université du Québec à Rimouski, 300, ave. des Ursulines, Rimouski, Qué., G5L 3A1, (418) 723-1986 75
Larouche, V., École de relations industrielles, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 737-3701 376
Lascelles, M., Research and Information Analysis, Economic and Industrial Relations Research Branch, Labour Canada, Ottawa, Ont., K1A 0J2, (613) 997-2861 277
Lau, C.T., Faculty of Business Administration, University of Windsor, Windsor, Ont., N9B 3P4, (519) 253-4232 150
Laudadio, L., Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2, (604) 721-8539 169

Lawless, D.J., Department of Psychology, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-9444 230
Lawrence, P.D., Department of Electrical Engineering, University of British Columbia, 2075 Westbrook Mall, Vancouver, B.C., V6T 1W5, (604) 228-2211 483
LeBel, L., Faculté de droit, Université Laval, Cité universitaire, Laval, Qué., G1K 7P4, (418) 656-5009 282
Leblanc, A., Département des relations industrielles, Université Laval, Cité Universitaire, Québec, Qué., G1K 7P4, (418) 656-2794 47
Le Borgne, D., Institut de recherche appliquée sur le travail, 3290, rue Lacombe, C.P. 6128, Montréal, Qué., H3C 3J7, (514) 739-2795 78
Leclerc, C., Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2641 ..... 163, 431
Lecomte, C., Département de psychologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6951, 435-8900 438
LeDuc, L., Department of Political Science, University of Windsor, Windsor, Ont., N9B 3P4, (519) 253-4232, Ext. 471 518
Lesage, P.B., École des hautes études commerciales, Université de Montréal, 5244, rue Decelles, Montréal, Qué., H3T 1V6, (514) 343-4510 ..... 33, 96, 482
Levenstein, H., Department of History, McMaster University, Hamilton, Ont., L8S 4L8, (416) 525-9140 ..... 18, 536
Levert, E., Legislation & Regulation Sub-Committee, New Brunswick Occupational Health and Safety Commission, P.O. Box 6000, Fredericton, N.B., E3B 5H1, (506) 453-2467 283
Levi, V., 14 Heyworth Cr., Toronto, Ont., M4E 1T7, (416) 691-5279 ..... 37, 54
Levin, D.A., Department of Economics, University of Hong Kong, Hong Kong 165, 403
Lewchuk, W., Department of Economics, McMaster University, Hamilton, Ont., L8S 4M4, (416) 525-9140 467
Lewin, D., c/o Centre for Industrial Relations, University of Toronto, 123 George St., Toronto, Ont., M5A 1A1, (416) 978-5366 219
Libby, Wm. L. Jr., Department of Psychology, University of Windsor, Windsor, Ont., N9B 3P4, (519) 944-5127 3
Lipsig-Mummé, C., Department of Management, Concordia University, Sir George William Campus, 1455 de Maisonneuve Blvd. W., Montreal, Que., H3G 1M8, (514) 488-7908 ..... 32, 73
Littlefield, N., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5803 253
Lizée, R.-R., Département des sciences économiques, Université du Québec à Montréal, C.P. 8888, Succursale "A", Montréal, Qué., H3C 3P8, (514) 282-8376 454
Lorrain, J., Département des sciences de l'administration et de l'économique, Université du Québec à Trois-Rivières, 3351, boul. des Forges, C.P. 500, Trois-Rivières, Qué., G9A 5H7 70

Lowe, G.S., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-5234 1982
Luce, S., School of Public Administration, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-6360 82
Luryi, Y., Faculty of Law, University of Western Ontario, London, Ont., N6A 3K7, (519) 679-3449 ..... 72, 422
Lussier, J., Département de management, Faculté des sciences de l'administration, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-5145 171
MacDonald, J.P., Department of Political Science, Dalhousie University, Halifax, N.S., B3H 4H6, (902) 424-3743 67
MacDowell, L.S., 117 Hilton Ave., Toronto, Ont., M5S 3E8, (416) 530-0167 ..... 64, 68, 1982
MacKeracher, D., Department of Adult Education, Ontario Institute for Studies in Education, 252 Bloor St. W., Toronto, Ont., M5S 1V6, (416) 923-6641 266
MacLean, M.J., School of Social Work, McGill University, 845 Sherbrooke St. W., Montreal, Que., H3A 2T5, (514) 392-5045 38
MacMillan, J., Pay Research Bureau, Public Service Staff Relations Board, Box 1525, Station "B", Ottawa, Ont., K1P 5V2, (613) 992-1281 347
Maki, D., Department of Economics, Simon Fraser University, Burnaby, B.C., V5A 1S6 (604) 291-3111 173
Mallette, N., Département des sciences administratives, Université du Québec à Montréal, C.P. 8888, Succursale "A", Montréal, Qué., H3C 3P8, (514) 282-4244 ..... 243, 246
Manga, P., Faculty of Administration, University of Ottawa, Ottawa, Ont., K1N 9B5, (613) 231-2353 197
March, R., Department of Political Science, McMaster University, Hamilton, Ont., L8S 4L8, (416) 525-9140, Ext. 4741 442
Marchak, P., Department of Sociology and Anthropology, University of British Columbia, 2075 Westbrook Mall, Vancouver, B.C., V6T 1W5, (604) 228-2878 490
Maroney, H.J., Department of Sociology, McMaster University, Hamilton, Ont., L8S 4L8, (416) 690-1903, 525-9140 478
Marr, W.L., Department of Economics, Wilfrid Laurier University, Waterloo, Ont., N2L 3C5, (519) 884-1970 383
Marsden, D., London, c/o OECD, 2, rue André-Pascal, 75775 Paris, Cedex 16, (1) 524 82-00 528
Martel, A., Département des sciences de l'administration, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2131 397
Martin, L.E., Department of Anthropology, University of Toronto, Toronto, Ont., M5S 1A1, (416) 367-1236 558
Martineau, N., Department of Industrial Relations, Laval University, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2131 406
Masuhara, D., Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver, B.C., V6T 1Y1, (604) 228-6166 298
Matejko, A.J., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-3111 ..... 6, 188

Mayne, C., P.E.I. Department of Labour, Research and Planning, P.O. Box 2000, Charlottetown, P.E.I., C1A 7N8, (902) 892-3416 ..... 292, 364, 366, 386, 398, 418
Mazany, R.L., Department of Economics, Dalhousie University, Halifax, N.S., B3H 3J5, (902) 424-2026 427
McAdam, R.B., School of Business and Economics, Wilfrid Laurier University, Waterloo, Ont., N2L 3C5, (519) 884-1970 462
McAllister, H., Department of Sociology, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-5418, 978-3412 13
McCleery, M.H., Personnel and Industrial Relations Area, Faculty of Business, McMaster University, Hamilton, Ont., L8S 4M4, (416) 525-9140, Ext. 4435 332
McConnell, C.R., Department of Economics, University of Nebraska, Lincoln, Nebraska, 68588, (402) 472-2111 554
McCready, D.J., Department of Economics, Wilfrid Laurier University, Waterloo, Ont., N2L 3C5, (519) 884-1970 383
McGrady, L., Faculty of Law, University of British Columbia, 500 - 2695 Granville St., Vancouver, B.C., V6T 1W5, (604) 734-4777 ..... 164, 286, 291, 293
McGuinness, N., The Fred C. Manning School of Business Administration, Acadia University, Wolfville, N.S., B0P 1X0, (902) 542-2201 107
McInnis, C.E., School of Psychology, University of Ottawa, Ottawa, Ont., K1N 6N5, (613) 231-4242 446
McKay, I., Department of History, Dalhousie University, Halifax, N.S., B3H 3J5, (902) 424-2011 537
McKersie, R.B., MIT Boston, c/o OECD, 2, rue André-Pascal, 75775 Paris, Cedex 16, (1) 524 82-00 528
McLean, S.L., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261 306
McMullan, J., Department of Sociology and Anthropology, University of British Columbia, 2075 Westbrook Mall, Vancouver, B.C., V6T 1W5, (604) 228-2878 490
McPherson, K., Department of History, Dalhousie University, Halifax, N.S., B3H 3J5, (902) 424-2011 51
McRoberts, H.A., Department of Sociology, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-7466 461
McVicar, K.E., Department of Political Studies, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-8792 208
Mealiea, L., School of Business Administration, Dalhousie University, Halifax, N.S., B3H 3J5, (902) 424-7080 146
Meltz, N.M., Institute for Policy Analysis, University of Toronto, 150 St. George St., Toronto, Ont., M5S 1A1, (416) 978-6128 ..... 379, 423, 448
Meyer, D., Department of Management, Concordia University, Sir George William Campus, 1455 de Maisonneuve Blvd. W., Montreal, Que., H3G 1M8, (514) 879-8516 69
Mikalachki, A., School of Business Administration, University of Western Ontario, London, Ont., N6A 3K7, (519) 679-3221 4
Miller, E., Business Administration, University of Michigan, Ann Arbor, Michigan, 48109, (313) 764-1817 327

Miller, F.D., History Department, University of Winnipeg, Winnipeg, Man., R3B 2E9, (204) 786-7811, Ext. 323, ... 12, 284, 307, 351
Millerd, F.W., Department of Economics, Wilfrid Laurier University, Waterloo, Ont., N2L 3C5, (519) 884-1970 383
Milne, W.J., Institute for Policy Analysis, University of Toronto, 150 St. George St., Toronto, Ont., M5S 1A1, (416) 978-6128 529
Mindell, W.R., Department of Health Administration, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-2011 88
Miner, F.C., c/o Department of Management, Saint Mary's University, Halifax, N.S., B3H 3C3, (902) 429-9780 ..... 110, 524
Michaud, D., Département de sciences politiques, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-7152 248
Misick, J.D., School of Business Administration, Dalhousie University, Halifax, N.S., B3H 4H8, (902) 424-2011 254
Mitchell, T.J., Faculty of Management Studies, University of Toronto, 246 Bloor St., Toronto, Ont., M5S 1A1, (416) 978-4164 179
Monette, M., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7310 109
Moore, L.F., Faculty of Commerce and Business Administration, University of British Columbia, 2075 Wesbrook Mall, Vancouver, B.C., V6T 1W5, (604) 228-5117 132
Morf, M.E., Department of Psychology, University of Windsor, Windsor, Ont., N9B 3P4, (519) 253-4232 439
Morse, B.W., Faculty of Law (Common Law Section), University of Ottawa, Ottawa, Ont., K1N 6N5, (613) 231-2923 200
Morton, D., Department of History, Erindale Campus, University of Toronto, Mississauga, Ont., L5L 1C6 (416) 828-5285 368
Moscovitch, A.S., School of Social Work, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-3641 ..... 499, 500, 540
Moss, D.J., Department of History, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-5312 470
Murnighan, K., University of Illinois, Urbana, Illinois, 61801, (217) 333-1000 187
Murray, J.A., International Business Studies, University of Windsor, Windsor, Ont., N9B 3P4, (519) 253-4232, Ext. 471 518
Murthy, K.S.R., Department of Economics, Trent University, Peterborough, Ont., K9J 7B8, (705) 748-1397 453
Muszynski, A., Department of Sociology and Anthropology, University of British Columbia, 2075 Westbrook Mall, Vancouver, B.C., V6T 1W5, (604) 228-2878 490
Nelson, M., Faculty of Business Administration, University of Windsor, Windsor, Ont., N9B 3P4, (519) 253-4232, Ext. 175 ..... 150, 226, 236
Nemec, T.F., Department of Anthropology, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Nfld., A1C 5S7, (709) 737-5870 538
Nemni, M., Department of Political Science, Laval University, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-7152 . 65, 247, 248

Newton, K., Economic Council of Canada, Labour Markets Group, P.O. Box 527, Ottawa, Ont., K1P 5V6, (613) 993-1254 ..... 380, 394
Nguyen, T.T., Département d'administration de la santé, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6170 ..... 381, 382, 555
Nightingale, D.V., School of Business, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5867 137
Nihei, Y., Keio University, Tokyo, Japan 165, 403
Nininger, J.R., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261 140
Nitzan, S., Department of Political Economy, University of Toronto, Toronto, Ont., M5S 1A1, (416) 636-1980 521
Norman, R., Community Medicine, Faculty of Medicine, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Nfld., A1B 3V6, (709) 737-6693 195
Normande, L., Centre de recherche et de statistiques sur le marché du travail, ministère du Travail et de la Main-d'oeuvre du Québec, 255, rue Crémazie est, 1er étage, Montréal, Qué., (514) 873-2391 456
Northcott, H.C., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-5234 1982
Notz, W.W., Faculty of Administration Studies, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-8434 ..... 153, 216
Ohtsu, M., Department of Industrial Relations and Organizational Behavior, College of Commerce, University of Saskatchewan, Saskatoon, Sask., S7N 0W0, (306) 343-2871 ..... 147, 148, 165, 194, 335, 403, 444, 466
Olsen, D., Department of Sociology/Anthropology, Carleton University, Ottawa, Ont., K1S 5B6, (613) 820-7249 16
Ondrack, D.A., Faculty of Management Studies, University of Toronto, 246 Bloor St. W., Toronto, Ont., M5S 1V4, (416) 978-4915 ..... 118, 121, 220, 221
Oppenheimer, J.A., Department of Public Policy, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-8443 487
Oppenheimer, R.J., Department of Management, Concordia University, 7141 Sherbrooke St. W., Montréal, Qué., H4B 1R6, (514) 482-0320, Ext. 663 144
Opryszek, P., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261 338
Organization for Economic Co-operation and Development, Staff Members, 2, rue André-Pascal, 75775 Paris, Cedex 16, (1) 524 82-00 474
Ornstein, M., Department of Sociology, 131 McLaughlin College, York University, 4700 Keele St., Downsview, Ont., M3J 1P3, (416) 667-3268 367
Osberg, L.S., Department of Economics, Dalhousie University, Halifax, N.S., B3H 3J5, (902) 424-2026 396
Ouellet, G., Faculté des Sciences de l'administration, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (514) 656-7283 ..... 112, 441, 1982

Paehlke, R.C., Department of Political Studies, Trent University, Peterborough, Ont., K9J 7B8, (705) 748-1011 24
Pakes, A., Department of Political Economy, University of Toronto, Toronto, Ont., M5S 1A1, (416) 636-1980 521
Pal, L.A., Department of Political Science, University of Waterloo, Waterloo, Ont., N2L 3G1, (519) 885-1211, Ext. 3572/3396 252
Palmer, B., Department of History, Simon Fraser University, Burnaby, B.C., V5A 1S6, (604) 291-3111 41
Palmer, B.D., Department of History, McGill University, 845 Sherbrooke St. W., Montréal, Qué., H3A 2T5, (514) 392-4311 560
Paragg, R., Faculty of Education, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-6149 520
Parant, C., 1401, 18e rue, Hôpital de l'Enfant-Jésus, Direction du personnel, Québec, Qué., G1J 1Z4, (418) 694-5609 10
Park, R.E., Canadian Forces Personnel Applied Research Unit, 4900 Yonge St., Suite 600, Willowdale, Ont., M2N 6B7, (416) 224-4975 459
Parr, J., Department of History, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5511 549
Parton, J., Pay Research Bureau, Public Service Staff Relations Board, P.O. Box 1525, Station "B", Ottawa, Ont., K1P 5V2, (613) 996-3545 300
Paterson, J.C., (Sun, Paterson, Brail & Busch, Barristers & Solicitors), 1400 Dominion Bldg., 207 Hastings St. W., Vancouver, B.C., V6B 1K5, (604) 669-7311 ..... 83, 272, 296
Patterson, J., Nova Scotia Department of Labour and Manpower, Research Division, P.O. Box 697, Halifax, N.S., B3J 2T8, (902) 424-4313 ..... 374, 432, 544
Peitchinis, S.G., Department of Economics, University of Calgary, 2920-24 Avenue N.W., Calgary, Alta., T2N 1N4, (403) 284-5864 .. 388
Penning, M., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-5855 429
Percy, M., Department of Economics, University of Alberta, Edmonton, Alta., T6G 2M7, (403) 432-3111 345
Pesando, J., Centre for Industrial Relations, University of Toronto, 123 St. George St., Toronto, Ont., M5S 1A1, (416) 978-5366 263
Petit, A., Faculté d'administration, Université de Sherbrooke, Sherbrooke, Qué., J1K 2R1, (819) 565-3406 (office) (819) 566-4407 (home) 20
Pettigrew, T.F., Department of Sociology, Harvard University, Cambridge, Massachusetts, 02138, (617) 868-7600 349
Philpott, S.B., Department of Anthropology, University of Toronto, Toronto, Ont., M5S 1A1, (416) 367-1236 558
Piché, J., Département de sociologie, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 681-5022 227
Pinch, F.C., Canadian Forces Personnel Applied Research Unit, 4900 Yonge St., Suite 600, Willowdale, Ont., M2N 6B7, (416) 224-4975 ..... 60, 362, 365, 409, 459
Pineault, R., Département d'administration de la santé, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3R7, (514) 343-6170 ..... 108, 322

Pinder, C., Faculty of Commerce, University of British Columbia, 2053 Main Mall, Vancouver, B.C., V6T 1W5, (604) 228-6217 19
Pinfield, L., Department of Business Administration, Simon Fraser University, Burnaby, B.C., V5A 1S6, (604) 291-3708 113
Pinkerton, L., Department of Sociology & Anthropology, University of British Columbia, 2075 Westbrook Mall, Vancouver, B.C., V6T 1W5, (604) 228-2878 490
Piore, M., Department of Economics, Massuchusetts Institute of Technology, Cambridge, Massachusetts, 02139, (617) 253-1000 ... 349
Piva, M., Department of History, University of Ottawa, Ottawa, Ont., K1N 6N5, (613) 563-1095 17
Ponak, A.M., Faculty of Management, University of Calgary, 2500 University Dr. N.W., Calgary, Alta., T2N 1N4, (403) 284-5110 ..... 161, 219
Population Research Laboratory, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-4659 480
Poirier, D.J., Institute for Policy Analysis, University of Toronto, 150 St. George St., Toronto, Ont., M5S 1A1, (416) 978-6128 312
Pope, W.H., Department of Economics, Ryerson Polytechnical Institute, 50 Gould St., Toronto, Ont., M5B 1E8, (416) 595-5221 554
Poupart, R., Faculté des sciences de l'administration, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2500 85
Prattis, J.I., Department of Anthropology, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-6635 525
Price, W.L., Département des sciences de l'administration, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-3305, 687-0138 397
Proulx, P.-P., École de relations industrielles, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6628 ..... 392, 411, 433
Quesnell, L., Department of Public Policy, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-8443 487
Quinet, F., Pay Research Bureau, Public Service Staff Relations Board, Esplanade Laurier, 140 O'Connor St., Ottawa, Ont., K1P 5V2, (613) 992-2219 301
Rae, S., Department of Political Economy and Faculty of Law, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-2011 . 555
Rajan, G.S., Department of Management, Concordia University, Sir George William Campus, 1455 de Maisonneuve Blvd. W., Montréal, Qué., H3G 1M8, (514) 879-8516 69
Ralston, H.K., Department of History, University of British Columbia, 1297-1873 East Mall, Vancouver, B.C., V6T 1W5, (604) 228-2561 372
Ramirez, B., Département d'histoire, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6254 440
Reid, F., Centre for Industrial Relations, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-5366 ..... 93, 315, 341, 355, 401, 430, 447, 448, 458, 481, 553

Reimer, B., Department of Sociology and Anthropology, Concordia University, Sir George William Campus, 1455 de Maisonneuve Blvd. W., Montréal, Qué., H3G 1M8, (514) 879-7272 ..... 475, 489
Remillard, R., Department of Political Studies, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-6604 22
Renaud, J., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6111 375
Renaud, V., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7310 109
Rice, J.A., École des hautes études commerciales, Université de Montréal, 5244, rue Decelles, Montréal, Qué., H3T 1V6, (514) 343-4510 33
Rice, R., Department of History, McGill University, 855 Sherbrooke St. W., Montréal, Qué., H3A 2T7, (514) 392-5187 516
Rideout, R.W., Faculty of Laws (Labour Law), University College London, 4-8 Endsleigh Gardens, London, England, WC1 OEG, 01-387-7050 262
Rix, E.A., Department of Educational Administration, Faculty of Education, University of Toronto, 371 Bloor St. W., Toronto, Ont., M5S 2R7, (416) 792-0600, 978-4065 92
Roback, L., École de relations industrielles, Université de Montréal, Montréal, Qué., H3C 3J7, (514) 343-6111 317
Roberts, B., History Department, University of Winnipeg, Winnipeg, Man., R3B 2E9, (204) 786-7811 ..... 198, 399
Roberts, H.W., Faculty of Extension, University of Alberta, Edmonton, Alta., T6G 2E1, (403) 432-3111 404
Roberts, R.S., Department of Clinical Epidemiology and Biostatistics, McMaster University, 1200 Main St. W., Hamilton, Ont., L8N 3Z5, (416) 525-9140 48
Robertson, M., Labour Market Supply & Demand Analysis, Employment & Immigration, Place du Portage, Phase IV, Hull 8, Hull, Qué., (819) 994-4269 .....400, 416, 451
Robins, P., Department of Psychology, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-9444 230
Robinson, W.E.A., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261 306
Robitaille, N., Département d'Administration de la santé, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6170 371
Rolland, M., 4450 Elaine Dr., Ottawa, Ont., K1J 8S1, (613) 746-3124 94
Roman, R., Department of Sociology, University College, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-6930 559
Romany, S., Department of Psychology, University of Windsor, Windsor, Ont., N9B 3P4, (519) 944-5127 3
Rose, J.B., Faculty of Business, McMaster University, Hamilton, Ont., L8S 4L8, (416) 525-9140, Ext. 4435 62
Rouillard, H., Département d'histoire, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6254 ..... 29, 30, 440

Rouillard, J., Département d'histoire, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6111 75
Rousseau, M., 1401, 18e rue, (Hôpital de l'Enfant-Jésus), Direction du Personnel, Québec, Qué., G1J 1Z4, (418) 694-5609 ..... 10, 551
Roy, A.S., Labour Market Supply & Demand Analysis, Employment & Immigration, Place du Portage, Phase IV, Hull 8, Hull, Qué., (819) 994-4269 ..... 400, 416, 451
Roy-Séguin, F., Condition féminine, Pavillon des sciences de l'éducation, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-4030 77
Rush, J.C., School of Business Administration, The University of Western Ontario, London, Ont., N6A 3K7, home (519) 472-3398, office (519) 679-2954 89
Rutenberg, D., School of Business, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-6285 134
Ryan, M., Department of History, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Nfld., A1C 5S7, (709) 753-1200 42
Sackett, D.L., Department of Clinical Epidemiology and Biostatistics, McMaster University, Health Sciences Centre, Hamilton, Ont., L8N 3Z5, (416) 525-9140 126
Sadler, J., Pay Research Bureau, Public Service Staff Relations Board, P.O. Box 1525, Station "B", Ottawa, Ont., K1P 5V2, (613) 996-3545 ..... 300, 303
Saha, S.K., Faculty of Business Administration, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Nfld., A1B 3X5, (709) 737-8005 ..... 413, 414
Sales, A., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7310 109
Sarramegna, L., Pay Research Bureau, Public Service Staff Relations Board, Esplanade Laurier, 140 O'Connor St., Ottawa, Ont., K1P 5V2, (613) 992-2219 301
Saucier, A., Département d'administration de la santé, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6170 371
Saunders, G., Employment and Immigration Canada, Place du Portage, Phase IV, Hull 8, Hull, Qué., K1A 0J9, (819) 994-1712 .... 235, 275
Sautter, U., Department of History, University of Windsor, Windsor, Ont., N9B 3P4, (519) 253-4232 285
Scherer, K., Nursing Standards, Manitoba Association of Registered Nurses, 647 Broadway, Winnipeg, Man., R3C 0X2, (204) 774-3477 138
Schnell, B., College of Pharmacy, University of Saskatchewan, Saskatoon, Sask., S7N 0W0, (306) 343-3707 105
Schuyff, J., Program Services Branch, B.C. Ministry of Labour, Victoria, B.C., V8V 1X4, (604) 387-3445 ..... 101, 407
Schwind, H.F., Faculty of Commerce, Saint Mary's University, Halifax, N.S., B3H 3C3, (902) 422-7331, Ext. 346 524
Scott, A.J., Department of Urban and Regional Planning, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-2011 450

Seager, A., Department of History, Simon Fraser University, Burnaby, B.C., V5A 1S6, (604) 291-3528 7
Sen, J., Department of Sociology, Ontario Institute for Studies in Education, 252 Bloor St. W., Toronto, Ont., M5S 1V6, (416) 920-5401 ..... 79, 464
Sengenberger, W., Munich, c/o OECD, 2, rue André-Pascal, 75775 Paris, Cedex 16, (1) 524 82-00 528
Sexton, J., Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2641 ..... 163, 361, 431
Shannon, H.S., Department of Clinical Epidemiology and Biostatistics, McMaster University, 1200 Main St. West, Hamilton, Ont., L8N 3Z5, (416) 525-9140 48
Sharir, S., Department of Economics, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-2544 ..... 183, 318
Shastri, T., Faculty of Business Administration, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Nfld., A1B 3X5, (709) 737-8005 ..... 413, 414
Shaver, F., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6111 ..... 475, 489
Sheitoyan, R., Department of Management, Concordia University, Sir George William Campus, Montréal, Qué., H3G 1M8, (514) 879-4481 133
Sheldon, A.W., Wayne State University, Detroit, Michigan, 48202, (313) 577-2424 90
Siddiqui, F., Institute for Policy Analysis, University of Toronto, 150 St. George St., Toronto, Ont., M5S 1A1, (416) 978-6128 423
Siklos, P.L., Department of Economics, Wilfrid Laurier University, Waterloo, Ont., N2L 3C5, (519) 884-1970, Ext. 559 449
Silverman, M., Department of Sociology and Anthropology, University of British Columbia, 2075 Westbrook Mall, Vancouver, B.C. V6T 1W5, (604) 228-2878 490
Simard, C., Département de sciences politiques, Université du Québec à Montréal, C.P. 8888, Succursale "A", Montréal, Qué., H3C 3P8, (514) 282-4587 445
Simard, J.J., Faculté des sciences de l'administration, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2500 85
Simard, M., École des relations industrielles, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 674-4007 .....
Simeon, R., Department of Political Studies, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5511 215
Simmons, G., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5803 276
Simpkins, J., Department of Sociology, University of Western Ontario, London, Ont., N6A 5C2, (519) 679-3907, (519) 679-3042 ..... 218, 253, 295
Simpson, W., Department of Economics, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-9393 434
Sims, H., Long Range and Structural Analysis Div., Department of Finance Canada, Ottawa, Ont., K1A 0G5, (613) 593-7970 302

Sinclair, C., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261 305
Skinner, N.F., Department of Psychology, King's College, 266 Epworth Avenue, London, Ont., N6A 2M3, (519) 433-3491, Ext. 21 535
Skolnik, M.L., Higher Education Group, Ontario Institute for Studies in Education, 252 Bloor St. W., Toronto, Ont., M5S 1V6, (416) 923-6641, Ext. 236 385
Sloane, P., Paisley College of Technology, High Street, Paisley, Scotland 265
Smith, A., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261 330
Smith, D.G., Department of Sociology and Anthropology, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-7420 52
Smith, D., Department of Economics, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-4321 .....
Smith, M.R., Department of Sociology, McGill University, 855 Sherbrooke St. W., Montréal, Qué., H3A 2T7, (514) 392-5180 ..... 174, 502
Solasse, B., Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-5134 9
Sooklal, L., Faculty of Business Administration, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Nfld., A1C 5S7, (709) 737-8503 177
Stager, D., Department of Political Economy, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-5441 ..... 268, 363
Stapleton, C.T., 14 Keats Place, St. John's, Nfld., A1E 3M7, (709) 364-1078 211
Starke, F.A., Faculty of Administration Studies, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-8434 ..... 153, 216
Stenton, T., B.P.S.O., Canadian Forces Base, Toronto, Downsview, Ont., M2N 6B7, (416) 633-6200, Ext. 424 409
Stevenson, J.H., Department of Secretarial & Administrative Studies, Middlesex College, University of Western Ontario, London, Ont., N6A 5B7, (519) 679-3732 495
Stewart, I., Department of Political Science, University of British Columbia, 2075 Westbrook Mall, Vancouver, B.C., V6T 1W5, (604) 228-2483 276
Stiglitz, J., Department of Economics, Princeton University, Princeton, New Jersey, 08540, (609) 452-3000 ..... 387, 402
St-Jacques, B., Département d'administration de la santé, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6170 371
Stoll, P., Program Services Branch, B.C. Ministry of Labour, Victoria, B.C., V8V 1X4, (604) 387-5071 546
Stone, N., Compensation Research Centre, The Conference Board of Canada, Suite 100, 25 McArthur Rd., Ottawa, Ont., K1L 6R3, (613) 746-1261 ..... 128, 129
Strand, K., Department of Economics, Simon Fraser University, Burnaby, B.C., V5A 1S6, (604) 291-3795, 291-3508 ..... 173, 279
Street, R.A., School of Business, Dalhousie University, Halifax, N.S., B3H 3J5, (902) 424-7080 228

Stuart-Kotze, R., The Fred C. Manning School of Business Administration, Acadia University, Wolfville, N.S., B0P 1X0, (902) 542-2201 123
Subbarao, A.V., Faculty of Administration, University of Ottawa, Ottawa, Ont., K1N 6N5, (613) 231-2221 239
Sufrin, E.T., 1366 Parker St., White Rock, B.C., V4B 4S3 21
Sunahara, D., Department of Sociology, University of Alberta, Edmonton, Alta., T6G 2H4, (403) 432-5343 473
Suttie, I.P., Department of Secretarial and Administrative Studies, Middlesex College, University of Western Ontario, London, Ont., N6A 5B7, (519) 679-3732 495
Swan, K.P., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5860
..... 159, 218, 219, 234, 245, 273, 274, 287, 288, 557, 1982
Swartz, D., School of Public Administration, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-6360 199
Swartz, G.S., Centre for Industrial Relations, University of Toronto, Toronto, Ont., M5S 1A1, (416) 978-5398 ..... 341, 448
Sweeny, R., Department of History, McGill University, 855 Sherbrooke St. W., Montréal, Qué., H3A 2T7, (514) 392-5187 516
Swidinsky, R., Department of Economics, University of Guelph, Guelph, Ont., N1G 2W1, (519) 824-4120 ..... 155, 206, 562
Swimmer, G., School of Public Administration, Carleton University, Ottawa, Ont., K1S 5B6, (613) 231-6360
..... 62, 82, 159, 199, 271, 313, 508
Swinton, K.E., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5860 ..... 160, 264, 273, 274, 287, 288
Symons, G.L., Department of Sociology, University of Calgary, 2500 University Dr. N.W., Calgary, Alta., T2N 1N4, (403) 284-6501 ..... 131, 149
Synge, J., Department of Sociology, McMaster University, Hamilton, Ont., L8S 4M4, (416) 525-9140 488
Tansley, D., Pay Research Bureau, Public Service Staff Relations Board, P.O. Box 1525, Station "B", Ottawa, Ont., K1P 5V2, (613) 996-3545 300
Tappin, L., Policy Planning and Research Division, Saskatchewan Department of Labour, 1914 Hamilton St., Regina, Sask., S4P 4V4, (306) 565-2424 256
Taylor, D.W., Department of Clinical Epidemiology and Biostatistics, McMaster University, Health Sciences Centre, Hamilton, Ont., L8N 3Z5, (416) 525-9140 .....
Tetrault, P., Université du Québec à Montréal, C.P. 8888, 126
Succursale "A", Montréal, Qué., H3C 3P8, (514) 282-7800 .....
Thain, D.H., Wilfrid Laurier University, 75 University Ave., 454
Waterloo, Ont., N2L 3G5, (519) 884-1970 .....
Thériault, G., Département des relations industrielles, Pavillon 269
de Koninck, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-3534 .....
Thériault, R., École des hautes études commerciales, Université 58
de Montréal, 5244, rue Decelles, Montréal, Qué., H3T 1V6, (514) 626-1115 .....
Thivierge, M., 524, rue Saint-Cyrille Ouest, Québec, Qué., 87
(418) 527-9643 .....

Thomas, A.M., Department of Adult Education, Ontario Institute for Studies in Education, 252 Bloor St. W., Toronto, Ont., M5S 1V6, (416) 923-6641 ..... 104, 266
Thompson, M., Faculty of Business, McMaster University, Hamilton, Ont., L8S 4L8, (416) 525-9140, Ext. 4435 62
Thompson, M., Industrial Relations Management, Faculty of Commerce and Business Administration, University of British Columbia, Vancouver, B.C., V6T 1W5, (604) 228-4819 ..... 25, 27, 152, 161, 232, 313
Thompson, M., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5860 159
Thorburn, H.G., Department of Political Studies, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-6604 ..... 22, 526
Thwaites, J., Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2794 .... 23, 47, 55, 56, 61, 75, 111, 136, 151, 181, 437, 494, 511, 532
Tierney, E.C., Canadian Forces Personnel Applied Research Unit, 4900 Yonge St., Suite 600, Willowdale, Ont., M2N 6B7, (416) 224-4975 362
Toulouse, J.-M., École des hautes études commerciales, Université de Montréal, 5244, rue Decelles, Montréal, Qué., H3T 1V6, (514) 626-1115 ..... 87, 482
Trask, G., Advanced Management Centre, Dalhousie University, Halifax, N.S., B3H 3J5, (902) 424-2211 86
Traves, T.D., Social Sciences Division, York University, 4700 Keele St., Downsview, Ont., M3J 1P3, (416) 667-3298 .. 45, 222
Tremblay, L., Département de psychologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6951, 435-8900 438
Trudel, J., Département des relations industrielles, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7315 106
Tuck, J.H., Department of History, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Nfld., A1C 5S7, (709) 737-8437 15
Tulchinsky, G., Department of History, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5511 40
Turcotte, A., Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2794 ..... 55, 56, 511
Turgeon, E.M.A., 2 Bailey Ave., Fredericton, N.B., E3A 1H4, (506) 472-4845 212
Turner, A., Nova Scotia Department of Labour and Manpower, Research Division, P.O. Box 697, Halifax, N.S, B3J 2T8, (902) 424-4313 339
Vaisey, D., Department of History, Memorial University of Newfoundland, Elizabeth Ave., St. John's, Nfld., A1C 5S7, (709) 737-8439 11
Vaillancourt, F., Département de sciences économiques, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-7532 424
Vanderkamp, J., Department of Economics, University of Guelph, Guelph, Ont., N1G 2W1, (519) 824-4120 ..... 157, 206

Van Dyne, P., Program Services Branch, B.C. Ministry of Labour, Victoria, B.C., V8V 1X4, (604) 387-5071 308
Vanstone, N., Nova Scotia Department of Labour and Manpower, Research Division, P.O. Box 697, Halifax, N.S., B3J 2T8, (902) 424-4313 432
Venne, S., Département de sociologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Qué., H3C 3J7, (514) 343-6111 375
Verge, P., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5860 ..... 282, 287
Verma, A., Department of Industrial Relations & Organizational Behaviour, College of Commerce, University of Saskatchewan, Saskatoon, Sask., S7N 0W0, (306) 343-2871 ..... 335, 444, 466
Verroeulst, D., Département des relations industrielles, Université Laval, Cité universitaire, Québec, Qué., G1K 7P4, (418) 656-2794 61
Vinet, A., Département des relations industrielles, Pavillon de Koninck, Université Laval, Cité Universitaire, Québec, Qué., G1K 7P4, (418) 656-3534 ..... 58, 373
Vogt, R.H., Department of Economics, University of Manitoba, Winnipeg, Man., R3T 2N2, (204) 474-9274 506
Waalen, J.K., Ryerson Polytechnical Institute, Toronto, Ont., . M5B 1E8, (416) 595-5212 90
Waldie, Brennan and Associates, Economists and Labour Relations Consultants, 2 Sheppard Ave. E., Suite 1906, Toronto, Ont., M2N 5Y7, (416) 225-2749 231
Walker, B.J., Legislation and Regulation Sub-Committee, New Brunswick Occupational Health and Safety Commission, P.O. Box 6000, Fredericton, N.B., E3B 5H1, (506) 453-2467 283
Walmsley, P.Y., Department of Industrial Relations & Organizational Behaviour, College of Commerce, University of Saskatchewan, Saskatoon, Sask., S7N 0W0, (306) 343-2871 . 185, 194, 335, 444, 466
Walsh, J., Pay Research Bureau, Public Service Staff Relations Board, P.O. Box 1525, Station "B", Ottawa, Ont., K1P 5V2, (613) 996-3545 304
Walsh, W.D., Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2, (604) 721-8539 169
Warburton, T.R., Department of Sociology, University of Victoria, Victoria, B.C., V8W 2Y2, (604) 477-6911 556
Warren, W.K., Faculty of Education, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-6149 520
The Waterloo Public Interest Research Group, University of Waterloo, Waterloo, Ont., N2L 3G1, (519) 884-9020 534
Weller, P., Research Co-ordinator, The Waterloo Public Interest Research Group, University of Waterloo, Waterloo, Ont., N2L 3G1, (519) 884-9020 534
Wells, D., Department of Political Economy, University of Toronto, Toronto, Ont., M5S 1A1, (416) 362-0094 201
Werther, W.B., c/o Department of Management, Saint Mary's University, Halifax, N.S., B3H 3C3, (902) 429-9780 524
West, L., Legislation and Regulation Sub-Committee, New Brunswick Occupational Health and Safety Commission, P.O. Box 6000, Fredericton, N.B., E3B 5H1, (506) 453-2467 283

Wetzel, K.W., Department of Industrial Relations & Organizational Behaviour, College of Commerce, University of Saskatchewan, Saskatoon, Sask., S7N 0W0, (306) 343-2100 204
Wheeler, H., c/o Centre for Industrial Relations, University of Toronto, 123 George St., Toronto, Ont., M5A 1A1, (416) 978-5366 219
White, J., Co-ordinator, Public Relations Degree Program, Mount Saint Vincent University, Halifax, N.S., B3M 2J6, (902) 443-4450 86
White, N., Department of Sociology, Trent University, Peterborough, Ont., K9J 7B8, (705) 748-1011 363
White, P., Nova Scotia Department of Labour and Manpower, Research Division, P.O. Box 697, Halifax, N.S., B3J 2T8, (902) 424-4313 339
Whitehead, J.D., School of Business Administration, University of Western Ontario, London, Ont., N6A 3K7, (519) 679-3340 117
Whitehead, P.C., Department of Sociology, University of Western Ontario, London, Ont., N6A 5C2, (519) 679-3907, (519) 679-3042 434
Whitfield, B.M., New Brunswick Occupational Health and Safety Commission, P.O. Box 6000, Fredericton, N.B., E3B 5H1, (506) 453-2467 283
Wightman and Associates Ltd., W.H., 39 Douglas Avenue, Toronto, Ont., M5M 1G4, (416) 965-7175 143
Wilder, K., Pay Research Bureau, Public Service Staff Relations Board, P.O. Box 1525, Station "B", Ottawa, Ont., K1P 5V2, (613) 996-3545 303
Willis, C., Program Services Branch, B.C. Ministry of Labour, Victoria, B.C., V8V 1X4, (604) 387-5071 ..... 546, 547
Wilton, D., Department of Economics, University of Guelph, Guelph, Ont., N1G 2W1, (519) 824-4120 270
Woods, H.D., Faculty of Administration, University of New Brunswick, Fredericton, N.B., E3B 5A3, (506) 453-2303 229
Woon, J.W., Faculty of Law, Queen's University, Kingston, Ont., K7L 3N6, (613) 547-5860 294
Wray, W.D., Department of History, University of B.C., 1297 - 1873 East Mall, Vancouver, B.C., V6T 1W5, (604) 228-6152 ..... 493, 504
Wright, G., Alberta Department of Labour, Planning and Research Branch, Room 506, 10808 - 99 Ave., Edmonton, Alberta, T5K 0G2, (403) 427-8531 .... 35, 175, 184, 213, 261, 326, 352, 354, 435, 519
Wright, R.W., Faculty of Management, McGill University, 1001 Sherbrooke St. W., Montréal, Qué., H3A 1G5, (514) 392-5140 102
Yet, L., Department of Political Science, Dalhousie University, Halifax, N.S., B3H 4H6, (902) 424-3743 67
Young, A., Legislation and Regulation Sub-Committee, New Brunswick Occupational Health and Safety Commission, P.O. Box 6000, Fredericton, N.B., E3B 5H1, (506) 453-2467 283
Young, B., Department of History, McGill University, 855 Sherbrooke St. W., Montréal, Qué., H3A 2T7, (514) 392-5187 516

Young, D.R., Department of Industrial and Vocational Education, University of Alberta, Edmonton, Alberta, T6G 2E5, (403) 432-5639 452
Young, G.G., Department of Forestry, University of British Columbia, 2075 Westbrook Mall, Vancouver, B.C., V6T 1W5, (604) 228-2211 483
Zimmer, A.M., c/o B. Roberts, History Department, University of Winnipeg, Winnipeg, Man., R3B 2E9, (204) 786-7811 399

DIRECTORY OF PROJECTS, BY CLASSIFICATION
LE RÉPERTOIRE DES TRAVAUX, PAR CATÉGORIE

A.

WORKERS, UNIONISM AND LABOUR MOVEMENTS
LES TRAVAILLEURS, LE SYNDICALISME ET LES ORGANISATIONS DE TRAVAILLEURS

1. ABSENCE FROM WORK SURVEY G. Catlin (Special Surveys Group, Statistics Canada) and M. Bédard (Supervisor, Actuarial Services, Unemployment Insurance Commission)

Objects and Methods: The object of the research is to collect data on absences from work for health related reasons (illness, accident and pregnancy) for periods which equal two or more weeks. A supplementary survey was added to the Labour Force Survey each February from 1977 to 1981. Another survey is planned in 1982.

Source of Finance: Canada Employment and Immigration Commission

Current Status of Project: Statistics Canada has released the data to the C.E.I.C. A paper is being released titled, "Results from the Absence from Work Survey 1978-81" in the Labour Force Survey Research Papers series published by the Economic Characteristics Staff, Labour Force Activity Section, Statistics Canada.

2. ABSENTEEISM IN THE CANADIAN CONTEXT J.K. Chadwick-Jones (Department of Psychology, Saint Mary's University)

Objects and Methods: This study examines the subject of absenteeism in the Canadian industrial relations context. A general review of the subject of absence from work is provided, as well as the various form which absence takes and the causes to which it is attributable. The study surveys what is known about absenteeism in Canada and refers briefly to current research into the subject. Some suggestions for obtaining a better understanding of the problem are offered.

Source of Finance: Labour Canada

Current Status of Project: Research began in March 1979 and the discussion paper with the above title was published by Labour Canada July 1980.

3. ABSENTEEISM: ITS TYPES AND PSYCHO-SOCIAL ROOTS Wm. L. Libby Jr. (supervisor) and S. Romany (Department of Psychology, University of Windsor)

Objects and Methods: The object of the research is to shed light on the causes of absenteeism as well as identifying its types and roots. The research methods used are mainly correlation, regression and principal components analysis.

Source of Finance: None

Current Status of Project: Research began in the summer of 1981 and the final stage of writing is in progress. The project will be completed in February 1982. A journal article is planned.

4. ABSENTEEISM: MEASURES, CAUSES AND CONSEQUENCES A. Mikalachki and J. Gandz (School of Business Administration, University of Western Ontario)

Objects and Methods: The object of the research is to measure different types of absenteeism, their determinants and ultimate consequences by means of a longitudinal study of absenteeism data and employee attitudes.

Source of Finance: Western Business School: Plan for Excellence

Current Status of Project: The research phase is in the third year of a four or five year commitment which began in the Summer of 1979 and is scheduled to be completed in 1983-1984. Articles and a monograph are planned.

5. ABSENTEEISM, PERSONAL PROBLEMS AND HELP-SEEKING AMONG INDUSTRIAL WORKERS J.A. Byles (supervisor) and Z. Harsanyi (Department of Psychiatry, McMaster University)

Objects and Methods: The aims and objects of the research are to examine the inter-relationships between the kinds and severity of personal problems experienced by industrial workers, the kinds of helping resources used to alleviate these problems, and the time lost from work. Data were obtained from interviews with production workers (n = 300) selected randomly from six different industries in Hamilton.

Source of Finance: Welfare Grants Directorate, Health and Welfare Canada

Current Status of Project: The research initiated in October 1979 is completed. The research report has been submitted to the Welfare Grants Directorate, Health and Welfare Canada.

6. ADAPTATION OF THE POLISH PROFESSIONAL TO CANADIAN LIFE A. Matejko (supervisor, Department of Sociology, University of Alberta) and J. Matejko

Objects and Methods: The object of the research is to study the ethnic careers of the Polish professionals in Canada. Mailed questionnaire (1,050), interviews and a contest in the ethnic press for memoirs, are the techniques. Contents analysis of the ethnic press, interviews and library research are also used.

Source of Finance: Carleton University research grant

Current Status of Project: The collection of memoirs is available in the National Archives in Ottawa and at the Polish-Canadian Research Institute in Toronto. Several articles, papers and a book have been produced and presented (see 1978 and 1979 edition for details). A paper is currently under preparation on the same subject for the new edition of Two Nations, Many Cultures. Ethnic Groups in Canada, edited by J.L. Elliott, Prentice-Hall of Canada.

7. "THE ALBERTA COAL MINERS, 1905-1945" A. Seager (Department of History, Simon Fraser University)

Objects and Methods: The research is intended as a doctoral dissertation in history. It includes a full treatment of trade union development in this sector, and a survey of collective bargaining in Alberta coal industry, 1905-1945. Normal historical methods have been used. Corporate and trade union records, department of labour records, state papers, newspapers, and so forth have been used as well.

Source of Finance: From 1977 through 1980, the Canada Council/Social Sciences and Humanities Research Council

Current Status of Project: The project began in 1977 and is expected to be completed in 1982. It is undergoing final revisions at present. Articles have been planned, and possibly a monograph, if necessary funding is available.

8. ATIKOKAN, THE CLOSURE OF A MINE G. Baureiss (Department of Sociology, University of Manitoba)

Objects and Methods: The object of the research is to investigate workers' attitudes before the closure of an open-pit iron mine. A self-administered questionnaire was used to gather research data (100 returns, approximately 54 per cent).

Source of Finance: University of Manitoba, Steep Rock Iron Mines Limited

Current Status of Project: The research was initiated in 1978. The data collection phase is completed and data are ready for analysis. Publication of articles is planned.

9. ATTITUDES ET MOTIVATIONS AU TRAVAIL D'UN GROUPE D'INDIENS MONTAGNAIS B. Solasse (surveillant) et deux étudiants montagnais à temps partiel (Département des relations industrielles, Université Laval)

Buts et méthodes: il s'agit d'étudier, grâce à la documentation disponible au Conseil, à des bandes et à des entrevues, les facteurs qui poussent les Indiens de la réserve de Betsiamites à travailler en dehors de la réserve ainsi que les facteurs qui peuvent compromettre ce choix.

Source de financement: subvention de Travail Canada

Stade actuel des travaux: les travaux ont débuté à la fin d'août 1981 et devraient se terminer en juin 1982. Les chercheurs en sont rendus à l'analyse des entrevues.

10. LE BESOIN DE RÉALISATION, LES TRAITS DE PERSONNALITÉ ET L'ADAPTATION AU CHANGEMENT C. Parant (surveillant) et M. Rousseau (Hôpital de l'Enfant-Jésus, Québec)

Buts et méthodes: étudier les rapports entre les traits de personnalité et le besoin de réalisation et la faculté d'adaptation au changement. Tenter de déterminer la prédiction de la facilité à l'adaptation au changement par un indice du degré du besoin de réalisation. Pour y arriver, l'auteur s'est proposé de déterminer le profil de personnalité des personnes s'adaptant facilement ou non au changement ainsi que leur niveau de besoin de réalisation et leur facilité à s'adapter ou non, et de mettre toutes ces variables en relation les unes avec les autres.

Source de financement: personnelle

Stade actuel des travaux: les recherches ont débuté en 1975 et la thèse maintenant terminée sera présentée en décembre 1981. Les résultats feront l'objet d'articles scientifiques qui seront publiés en 1982.

11. BIBLIOGRAPHY OF CANADIAN WORKING-CLASS HISTORY TO 1980 G.S. Kealey and D. Vaisey (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object is to compile and publish an extended and updated version of The Labour Companion

Source of Finance: Labour Canada

Current Status of Project: The research began in 1980 and titles are presently being compiled. The project will be completed in 1982. A monograph is planned.

12. CANADIAN LABOUR BIBLIOGRAPHY FILES F.D. Millar (History Department, University of Winnipeg)

Objects and Methods: The bibliography contains handwritten index cards on approximately 1,500 lives in Canadian labour history, with page references to sources used especially manuscript or unindexed books and pamphlets. Working notes have been compiled over 10 years. It is planned that they will be typed as a computer text and that printout additions and corrections by other scholars can be made followed by formal publication.

Source of Finance: Self; applying for Labour Canada grant in 1982 to produce computer typed input of material

Current Status of Project: Research began in 1970 and originals have been deposited at the Labour Canada library for use by researchers. Publication is planned initially in the form of a computer printout, then possible computer typesetting once other scholars have vetted the text.

13. THE CANADIAN LABOUR CONGRESS AND WAGE AND PRICE CONTROLS: 1969-71 AND 1975-78 H. McAllister (Department of Sociology, University of Toronto)

Objects and Methods: The purpose is to study the response by the CLC to government incomes policies focusing on structural and ideological constraints of CLC policy. The research methods used were as follows, archival research--Prices and Incomes Commission Collection PAC; union documents-CLC, provincial federations, CLC affiliates; union journals, convention proceedings; interviews with union and government officials.

Source of Finance: Social Sciences and Humanities Research Council, Doctoral Fellowship

Current Status of Project: The project began in 1979 and is near completion. It is expected to be completed in the winter of 1981-82. Publication of a Ph.D. thesis, University of Toronto is forthcoming.

14. CANADIAN PRINTERS AND TECHNOLOGICAL CHANGE, 1800-1925 G.S. Kealey (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object is to illustrate the connection between class struggle and technological change in the printing industry. Archival research is the method used.

Source of Finance: None

Current Status of Project: The research began in 1981 and will be completed early in 1982. Publication of a journal article is planned.

15. CANADIAN RAILWAY WORKERS AND THE WARTIME CRISIS, 1914-1921 J.H. Tuck (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object of the research is to analyze the history of Canadian railway workers during World War One and the immediate postwar period in terms of: their relations with government, management and society; their working environment and the sources of their discontent. Standard academic historical research methods are applied.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: Research began September 15, 1979. The project is expected to be completed in September 1982. A monograph is planned.

16. CANADIAN WORKING CLASS D. Olsen (Department of Sociology and Anthropology, Carleton University)

Objects and Methods: The research is an exploration of working conditions, living conditions and consciousness of workers in the monopoly, competitive and state sectors of the economy. Field work techniques, interviews plus participant observation will be the sources of data.

Source of Finance: None

Current Status of Project: The project started in June of 1980, and is half complete at present. It is expected to be completed in 1982. One paper has been submitted. A journal article to be published in Studies in Political Economy and a possible book are planned.

17. CHILD LABOUR IN EARLY INDUSTRIAL CANADA: (1871-1911) WORKING CONDITIONS AND FAMILY RESPONSIBILITIES Dr. M. Piva (supervisor, Department of History, University of Ottawa) and J. Bullen, (2-256 Flora St., Ottawa)

Objects and Methods: This study is to prove that working children made important contributions to the family economy and that these same children were denied normal mobility opportunities because of their economic responsibilities. Government inquiries, reports of federal and provincial departments of Labour, proceedings of trade unions, private papers, and the holdings of Church Archives will be consulted.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: This project started in March 1981, and is in the preliminary stages. It is expected to be completed in September of 1983. There are no plans yet to publish the results.

18. COMMUNISM, ANTI-COMMUNISM AND THE CONGRESS OF INDUSTRIAL ORGANIZATIONS H. Levenstein (Department of History, McMaster University)

Objects and Methods: The object of the research is to study the Left and Labour in America, using historical documentation.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The research was started in 1972 and was completed in 1981. A book with the above title was published by Greenwood Press, Westport, Connecticut, June 1981.

19. CORPORATE TRANSFER POLICY AND THE IMPORTANCE OF URBAN CHARACTERISTICS AND AMENITIES IN THE RELOCATION DECISION C. Pinder and N. Carruthers (Faculty of Commerce, University of British Columbia)

Objects and Methods: The purpose of the research is to identify the importance of urban factors in the locational satisfaction of employees transferred by their company. Originally, a survey questionnaire was completed by transferees in six Canadian companies. Currently a collection of urban data and econometric analysis of the data set are being used, focusing on explaining locational satisfaction.

Source of Finance: University of British Columbia Research grant

Current Status of Project: Research began in the summer of 1980 on the current phase. One paper is essentially complete. The project will be finished in the summer of 1982 and a journal article(s) is expected.

20. DIMENSIONS OF THE PERCEIVED ROLE AND FACETS OF JOB SATISFACTION AMONG SCHOOL ADMINISTRATORS A. Petit(Faculté d'administration, Université de Sherbrooke)

Buts et méthodes: vérifier la capacité prédictive de certaines dimensions du rôle reçu (conflit de rôle et ambiguïté de rôle) sur la satisfaction par rapport au travail lui-même, ainsi que sur la satisfaction par rapport au supérieur immédiat. Des questionnaires ont été envoyés à un échantillon de 225 administrateurs scolaires (principaux et adjoints d'écoles secondaires au Québec). Le taux de réponse a été de 60 p. 100. Les données sont analysées à l'aide des corrélations simples, partielles et multiples.

Source de financement: fonds personnel et aide partielle de l'Université de Sherbrooke

Stade actuel des travaux: commencés en juin 1978, l'étude a été complétée pendant l'été de 1981 et elle a constitué une thèse de doctorat qui a été soutenue avec succès le 29 octobre 1981 à l'Université Cornell (Ithaca, N.Y.). Il est possible que les résultats soient publiés sous forme d'articles.

21. THE EATON DRIVE E.T. Sufrin (White Rock, British Columbia)

Objects and Methods: The object of the research is to complete a book which records the drive to organize Eatons in Toronto from 1947 to 1952. - the first major attempt to unionize a major department store in Canada. Research involved collecting data on the retail industry in general and department stores in particular. Interviews were conducted with former members of Local 1000 in Toronto to gain human interest stories and their assessment of the campaign.

Source of Finance: Labour Canada grant

Current Status of Project: The project was completed in May 1981. The book with the above title will be published by Fitzhenry and Whiteside Limited, Don Mills, Ontario by May 1982.

22. ENGLISH LANGUAGE TEACHERS' UNIONS IN QUÉBEC H.G. Thorburn (supervisor) and R. Rémillard (Department of Political Studies, Queen's University)

Objects and Methods: The object of the research is the completion of a Ph.D. thesis. Interviews and library resources were utilized.

Source of Finance: Self

Current Status of Project: The research began in August 1979. The thesis is being written and is expected to be completed in June 1982. No publication arrangements have been made yet.

23. L'ENSEIGNANT QUÉBÉCOIS: 1937-1973 J. Thwaites et adjoints (Département des relations industrielles, Université Laval)

Buts et méthodes: produire un inventaire des journaux officiels des syndicats d'enseignants de 1937 à 1973, effectuer une série d'études individuelles des différents syndicats d'enseignants de cette période et en dégager les thèmes généraux. Les journaux des syndicats sont répertoriés et analysés.

Source de financement: Travail Canada - programme de recherche de l'Université

Stade actuel des travaux: le projet a débuté en 1974 et se continue. Deux manuscrits sont publiés. 1) Y. Perron, R. Rousseau, et J. Thériault, "Les organes officiels des syndicats des enseignants québécois", Québec, UQ-CEQ, 1978, 901 p. 2) Étude: M.-J. Alexandre, "Les Religieuses enseignant dans le système d'éducation du Québec", Québec, ISSH, 1977, 137 p. D'autres à suivre.

24. ENVIRONMENTAL ISSUES AND THE LABOUR MOVEMENT R.C. Paehlke (Department of Political Studies, Trent University)

Objects and Methods: The object is to study the interrelationships between the objectives of the labour movement and environmentalists. Emphasis is on the employment implications of a conserver society and on occupational health issues. More generally, the potential impact of these movements on distributional justice will be studied. Historical research, some survey work and interviews will be used.

Source of Finance: Trent University Research Committee; Ontario Educational Communications Authority; expenses for presentations from Ontario Federation of Labour, Canadian Labour Congress, Council for Investigative Journalism, and the McMaster University Labour Studies Programme.

Current Status of Project: The project started in 1976 and should reach book form by 1983. To date several articles have been published including three in 1980-1 (list available from author). A programme was televised and numerous public lectures have been prepared and given.

25. FOREIGN INFLUENCE ON U.S. INDUSTRIAL RELATIONS POLICY: CANADA A.A. Blum and M. Thompson (Faculty of Commerce and Business Administration, University of British Columbia)

Objects and Methods: The object is to determine what impact Canadian and Mexican concerns have had on the U.S. Labour Movement. Union documents and interviews are used.

Source of Finance: U.S. Department of Labor

Current Status of Project: The project started in 1975 and was completed in the fall of 1978. The report to the funding agency has been completed. No further publication is planned.

26. LA GESTION NATIONALE DANS LE SYNDICALISME QUÉBÉCOIS N. Arnaud (Département de sociologie, Université d'Ottawa)

Buts et méthodes: l'objet de cette thèse de doctorat en sociologie à caractère historiographique consiste à analyser le contenu de rapports syndicaux.

Source de financement: Conseil de recherches en sciences humaines

Stade actuel des travaux: entreprise en 1975, cette thèse a été terminée en juin 1980. La publication d'un livre est envisagée.

27. GOVERNMENT AND LABOUR IN MEXICO: THE CASE OF INDUSTRIAL UNIONS
M. Thompson (Faculty of Commerce and Business Administration, University of British Columbia)

Objects and Methods: The aim of the research is to analyze the relations between the Mexican government and the labour movement, focusing on the most powerful unions in the country. Documentary analysis and interviews are used.

Source of Finance: Various

Current Status of Project: This project, started in July 1977, is expected to be completed in 1982. A book is planned.

28. HERE TODAY-GONE TOMORROW: NATIVE-BORN INTERNAL MIGRATION TO AND THROUGH BOSTON, MASSACHUSETTS, IN THE LATE 19TH CENTURY
P.R. Knights (Department of History, York University)

Objects and Methods: The objective is to elucidate the nature of the individual's life and work cycle during an era, and in a location, of strong urbanization and industrialization. The careers of over 95 per cent of the 2,808 men being studied have been traced from birth to death. Among the research methods used were a sampling from manuscript population censuses; data linkage with vital statistical and genealogical records, city directories, tax and probate records, newspaper obituaries, pension records, and cemetery interment indices and computer analysis.

Source of Finance: Social Sciences and Humanities Research Council; Canada Council; York University; U.S. National Foundation for the Humanities; Earhart Foundation; self

Current Status of Project: The project began in June 1972 and is expected to be completed in 1983-84. Data entry started in October 1981 and it is the hope to start the analysis in spring. A signed agreement with the University of North Carolina Press gives it the first refusal of the manuscript. A book will be the form of publication.

29. HISTOIRE DE LA CONFÉDÉRATION DES SYNDICATS NATIONAUX (1921-1981)
H. Rouillard (Département d'histoire, Université de Montréal)

Buts et méthodes: L'étude a pour objet de faire l'historique de la CSN.

Source de financement: Université de Montréal

Stade actuel des travaux: les travaux sont terminés et les résultats doivent être publiés dans un volume intitulé Histoire de la CSN (1921-1981).

30. HISTOIRE DU SYNDICALISME AU QUÉBEC (1827-1980) H. Rouillard (Département d'histoire, Université de Montréal)

Buts et méthodes: faire l'historique du mouvement syndical au Québec des origines à nos jours.

Source de financement: aucune

Stade actuel des travaux: le volume auquel aboutira le projet est en cours de rédaction et devrait être terminé dans le courant de l'année.

31. A HISTORY OF THE WORKING CLASS IN ONTARIO TO 1919 G.S. Kealey (Department of History, Memorial University of Newfoundland)

Objects and Methods: This is traditional historical research, with minor journeys into quantification.

Source of Finance: Ontario Historical Studies Series

Current Status of Project: The project is expected to be completed in 1983. A monograph is planned, which will be published by University of Toronto Press.

32. HOMEMAKING: THE EMERGING DIVISION OF LABOUR C. Lipsig-Mummé (Department of Management, Concordia University)

Objects and Methods: The object of the research is to aid in articulating union policy. The research methods used are interviews and an analysis of empirical data.

Source of Finance: None

Current Status of Project: Research began in 1980 and is completed. It has been published in the form of journal articles.

33. L'INFLUENCE DE LA PERSONNALITÉ SUR LA PRISE DE RÔLES, LA MOTIVATION ET LA SATISFACTION AU TRAVAIL P.-B. Lesage (surveillant) et J.A. Rice (École des hautes études commerciales, Université de Montréal)

Buts et méthodes: déterminer au moyen de questionnaires et d'entrevues auprès de 2000 travailleurs québécois, comment la personnalité affecte la capacité de l'individu de régler les problèmes humains au travail et de retirer une satisfaction de son travail.

Source de financement: Université de Montréal; École des hautes études commerciales

Stade actuel des travaux: les travaux sont maintenant terminés et les résultats devaient paraître à l'hiver 1982 dans la revue Gestion.

34. INTEREST INTERMEDIATION IN CANADA W.D. Coleman and H.J. Jacek (Department of Political Science, McMaster University)

Objects and Methods: The object of the research is to explore the patterns of emergence of interest associations and labour unions in Canada by means of archival research, letters and personal interviews.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project was initiated in September 1979 and will be completed in 1982. Information is being coded for eventual computer analysis. Articles and a book are planned for publication.

35. INTERNAL DISCIPLINE: ROBIN ANGUS VS. I.B.E.W. G. Wright and A. Kennedy (Alberta Department of Labour, Planning and Research Branch)

Objects and Methods: The objective is to examine the question of union discipline with reference to an actual case. A study was made of the International Constitution of the I.B.E.W. and the by-laws of local 424 (Edmonton), as well as a general analysis of the union discipline question.

Source of Finance: Departmental Budget

Current Status of Project: The project began December 12, 1979 and was completed January 4, 1980. There are no plans for publication.

36. INTERVENTION IN THE REGULATORY POLICY PROCESS: THE ROLE OF ONTARIO LABOUR C. Lloyd Brown-John (Department of Political Science, University of Windsor)

Objects and Methods: The objective of this study is to review the role of Canada's labour movement in the regulatory policy process as a single or collective intervenor. In general the labour movement has had very limited participation in the regulatory policy process. The study will describe regulatory agencies and their broad and narrow impacts on Canada's labour movement. It will also suggest the role organized labour plays as an aggregator and articulator of the interests of labour. The research methods were as follows, interviews case studies, documents and a survey.

Source of Finance: Labour Canada (1980-81)

Current Status of Project: The project began in 1980. A manuscript is being prepared at present. It is expected to be completed by 1982. A monograph is planned.

37. IRON WORKERS' OCCUPATIONAL STRESS AND THE IMPACT OF INDUSTRIAL ACCIDENTS H.I. Day (supervisor) and V. Levi (Department of Psychology, York University)

Objects and Methods: The objects of the research are to establish how iron workers cope with the threat of physical injury at their work site and specifically to see how experienced iron workers, who have returned to work after an industrial accident react emotionally, in comparison with iron workers who have not had accident and apprentices. Three groups of workers will be studied: Apprentices, Journeymen who have not had industrial accidents and Journeymen who have. The measures are anxiety questionnaires and reaction time to words varying in level, or relevance to their work. The tests will be administered both on the job and in the Union Hall.

Source of Finance: None

Current Status of Project: The research was initiated in January 1980 and it is completed. An article in an appropriate journal is expected.

38. JOB INVOLVEMENT OF THE OLDER WORKER M.J. MacLean (School of Social work, McGill University)

Objects and Methods: The purpose of this research is to determine the job involvement, attitudes toward retirement and preparation for retirement of a sample of employees 50 years of age and older. A questionnaire study was conducted from a voluntary sample of 282 employees 50 years and older of the civil service of two provinces.

Source of Finance: Labour Canada

Current Status of Project: This project began in September 1980. The analysis of data and writing of report is in progress and expected to be completed in the spring of 1982. Articles are expected to be published in professional and academic journals.

39. JOB SATISFACTION AS MODERATED BY INDIVIDUAL NEEDS AND JOB CHARACTERISTICS J.K. Esser (Department of Psychology, University of Winnipeg)

Objects and Methods: The purpose of the research is to investigate a series of hypothesis relating job characteristics, leader behaviors and subordinate needs to job satisfaction measures. Questionnaire responses will be analyzed by multiple regression.

Source of Finance: None

Current Status of Project: Research began in September 1981 and is expected to be completed in April 1982. Publication of a journal article in the Journal of Applied Psychology or equivalent is planned.

40. KINGSTON INDUSTRIAL WORKERS: CONDITIONS AND ORGANIZATION, THE 1880'S and 1890'S G. Tulchinsky (supervisor) and R. Elliott (Department of History, Queen's University)

Objects and Methods: The object of this research is to complete an M.A. thesis on Kingston workers' economic conditions and the evolution of local trade unions. Research in Kingston newspapers and Federal and Provincial Government documents were used as data.

Source of Finance: Grants

Current Status of Project: The project began in 1981 and is well advanced now. It is expected to be completed early in 1982. Articles are planned.

41. THE KNIGHTS OF LABOR IN ONTARIO, 1880-1902 G.S. Kealey (Department of History, Memorial University of Newfoundland) and B. Palmer (Department of History, Simon Fraser University)

Objects and Methods: The object of the research is to update and correct the history of the Knights in Ontario. Traditional historical and quantitative analysis of Knights' locals are used.

Source of Finance: Canada Council research grant

Current Status of Project: The project began in January 1978. A book was completed in January 1980. Manuscript is being published by Cambridge University Press and is scheduled to appear in spring 1982. Title: "Dreaming of What Might Be": The Knights of Labor in Ontario, 1880-1902

42. LABOUR HISTORY OF NEWFOUNDLAND R. Hattenhauer (Faculty of Business Administration, Memorial University of Newfoundland)

Objects and Methods: The object of the study is to compile a historical record of organized labour in the province of Newfoundland from the early 1800's to Confederation. The study relies on interviews, documents, and correspondence of the Governor of Newfoundland from the 1800's, together with union records and newspaper files.

Source of Finance: Government of Newfoundland

Current Status of Project: The draft of the study has been completed and is being distributed for review. Publication is planned in the form of a book to be published by the Institute for Social and Economic Research, Memorial University.

43. THE LABOUR MOVEMENT'S RESPONSE TO IMMIGRATION, 1879-1891 G.S. Kealey (supervisor) and M. Ryan (Department of History, Dalhousie University)

Objects and Methods: This is a historical study of organized labour's response to the immigration policy of the MacDonald period. Traditional historical methods are used.

Source of Finance: Dalhousie Graduate Fellowship

Current Status of Project: This is an M.A. thesis. It was started in 1976 and is expected to be completed in 1982. There are no plans to publish.

44. THE LENGTH OF WORKING LIFE IN PAKISTAN P. Krishnan (Department of Sociology, University of Alberta)

Objects and Methods: The object is to develop the length of working life in Pakistan in 1978 and compare it with the one in 1961. A working life table methodology was used.

Source of Finance: Department of Sociology, University of Alberta

Current Status of Project: The research began in January of 1981 and is completed. A journal article has been submitted for publication.

45. THE MAKING OF INDUSTRIAL CANADA: ECONOMIC DEVELOPMENT, CLASS FORMATION AND THE NATIONAL POLICY 1870-1930 T.D. Traves and P. Carven (Social Sciences Division, York University)

Objects and Methods: This historical monograph surveys the development of the industrial sector with a detailed examination of class formation and the class politics of the National Policy. Original archival research and a critical synthesis of existing literature were the research methods used.

Source of Finance: Not known

Current Status of Project: Research began in 1979 and the monograph is currently being written. The project is expected to be completed in 1982 when the monograph will be published by the University of Toronto Press.

46. MEASUREMENT OF JOB AND WORK INVOLVEMENT R.N. Kanungo (Faculty of Management, McGill University)

Objects and Methods: The study developed standardized instruments to measure job and work involvement using three different techniques: semantic differential, questionnaire, and graphic. Data were collected from a heterogeneous sample of 703 employees and were analyzed to establish reliability, construct validity and criterion related validity of the instruments.

Source of Finance: Department of Education, Government of Quebec and Faculty of Management and Faculty of Graduate Studies, McGill University

Current Status of Project: The project began in 1980 and is now completed. A report on the project will appear in Journal of Applied Psychology, 1982.

47. LE MONDE OUVRIER AU QUÉBEC A. Leblanc, J. Thwaites (surveillants) et M. Lajoie (Département des relations industrielles, Université Laval)

Buts et méthodes: le travail consiste à dépouiller et à analyser des sources bibliographiques d'études sur le travail, les travailleurs et le syndicalisme au Québec, de la Nouvelle-France à nos jours, de fusionner la première édition de 1973 et les résultats du projet en 1981 et 1982 portant sur la période 1966 à 1981.

Source de financement: Université Laval (BSR)

Stade actuel des travaux: les travaux ont commencé en mai 1981 et la cueillette de données est presque terminée. Le travail devrait être achevé d'ici août 1982 et publié aux P.U.Q. ou par une autre maison d'édition.

48. A MORTALITY STUDY OF ONTARIO NICKEL WORKERS R.S. Roberts (supervisor), J.A. Julian and H.S. Shannon (Department of Clinical Epidemiology and Biostatistics, McMaster University, Health Sciences Centre)

Objects and Methods: The object of the research is to study the relationship between occupational exposure to nickel and the subsequent development of disease. Of particular interest are lung cancer and nasal cancer. The research is an historical prospective epidemiologic study of the INCO workforce. Male employees with six or more months of service will be followed between 1950 and 1976 for mortality. Cause-specific mortality rates will be compared among various occupational groups and by various exposure levels.

Source of Finance: Ontario Ministry of Labour; Joint Occupational Health Committee INCO

Current Status of Project: Research was initiated in the summer of 1977. Preliminary results have been presented to the scientific community and a report is available. A series of more thorough analyses are underway currently and expected to be published in 1982.

49. THE NATURE OF THE REINTEGRATION BY ARBITRATORS OF DISMISSED EMPLOYEES IN QUEBEC 1971-80 B. Brody (supervisor) Graduate students and teaching assistants (École de relations industrielles, Université de Montréal)

Objects and Methods: The object of the research is to discover the quality of the reintegration and to identify the factors contributing to a successful reintegration and those contributing to an unsuccessful reintegration. Research methods include use of cross-tabulations, correlation and multiple regression, etc. Questionnaires (Phase I) and interviews (Phase II) were also employed.

Source of Finance: Labour Canada and University of Montreal

Current Status of Project: Research began in the Spring of 1981 and is scheduled for completion in the Spring of 1983. A book and articles are planned for future publication.

50. THE NFFAWU OF NEWFOUNDLAND G. Inglis (Department of Anthropology, Memorial University)

Objects and Methods: The objective is to document the development of the Newfoundland Fishermen, Food, and Allied Workers Union, and its effects on public policy making in the east coast fishery. Ethnographic, ethnohistorical and oral historical research techniques were applied.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project began in September 1981. It is expected to be completed in September 1982. A book is planned.

51. NURSES AND NURSING IN EARLY TWENTIETH-CENTURY HALIFAX J. Fingard (supervisor) and K. McPherson (Department of History, Dalhousie University)

Objects and Methods: The object of the research is to investigate the development of nursing, a major occupation for women in Halifax, as it transformed from a loosely structured job requiring only informal training to a clearly defined profession. Primary sources used include minutes of nurses' associations and curriculum reports from training programs (in the Public Archives of Nova Scotia) plus some personal interviews.

Source of Finance: Graduate Scholarship, Dalhousie University

Current Status of Project: Research began in March 1981 and the first draft of the thesis is in progress. It is expected to be completed in April 1982 in the form of an M.A. Thesis.

52. OCCUPATIONAL PRESTIGE RANKING BY WESTERN ARCTIC NATIVE PEOPLES D.G. Smith and H. Burshtyn (Department of Sociology and Anthropology, Carleton University)

Objects and Methods: In order to determine how western Arctic Native Peoples view various occupational categories, a questionnaire survey and personal interviews were conducted. Analysis of secondary data sources was also performed.

Source of Finance: Department of Indian and Northern Affairs

Current Status of Project: Research was initially undertaken in 1973 and has been somewhat delayed for various reasons. A manuscript however is expected by the spring of 1982 and publication of journal articles on aspects of the research is planned.

53. 1005: THE POLITICAL STUDY OF A STEEL WORKER LOCAL W. Freeman (Vanier College, Saint-Laurent, Québec)

Objects and Methods: This study is to enquire into the social forces shaping the political life of a large local union. Archival research and extensive interviewing of the local's leadership were the research methods used.

Source of Finance: Labour Canada; Social Science Federation of Canada

Current Status of Project: The project began in 1975 and is almost completed. It is expected to be completed in March 1982. A book will be published by James Lorimer and Co. Publishing.

54. ON THE JOB ANXIETY IN IRON WORKERS WHO HAVE SUFFERED AN INDUSTRIAL ACCIDENT H.I. Day (supervisor, Department of Psychology, York University) and V. Levi (Toronto, Ont.)

Objects and Methods: The purpose is to establish whether the impact of an industrial accident can lead to changes in personality characteristics of iron workers who have returned to their trade. Trait anxiety was the personality characteristic expected to change, or increase. Three groups of iron workers, apprentices, journeymen and journeymen who had suffered an industrial accident, were administered two measurements of anxiety, 1) reaction time to words varying in level, or relevance to their work and 2) an anxiety questionnaire, both at the job site and in a relaxed situation.

Source of Finance: None

Current Status of Project: The project began in January 1980 and the field work terminated May 1980. An M.A. thesis was completed in October 1981.

55. L'ORIENTATION DE LA PARTICIPATION DES ENSEIGNANTS À LA GESTION DES C.E.G.E.P. - 1971-1980 J.D. Thwaites (surveillant, Département des relations industrielles, Université Laval) A. Turcotte (Ministère de l'Éducation, Gouvernement du Québec)

Buts et méthodes: à partir de l'analyse de documents et d'entrevues, déterminer comment s'est orientée et a évolué la participation des enseignants à la gestion des cégeps telle qu'autorisée par la Loi des cégeps et par les conventions collectives.

Source de financement: aucune

Stade actuel des travaux: la recherche, entreprise à l'automne 1979, a atteint l'étape de la rédaction finale d'une thèse de maîtrise en relations industrielles, dont la date prévue d'achèvement est mars 1982.

56. LA PARTICIPATION CHEZ LES PROFESSEURS DE C.E.G.E.P. J. Thwaites (surveillant) et A. Turcotte (Département des relations industrielles, Université Laval)

Buts et méthodes: formuler un modèle d'analyse de la participation et son application aux cégeps affiliés à la CEQ pendant la décennie 1970 en se fondant sur une analyse documentaire et sur des entrevues.

Source de financement: thèse de Maîtrise en relations industrielles

Stade actuel des travaux: commencés en 1980, les travaux devraient se terminer au cours de l'année 1982 et se traduiront par une thèse de maîtrise.

57. PRE- AND POST-RETIREMENT OBSOLESCENCE: THE CASE OF THE POLICE D. Forcese (supervisor) and J. Cooper (Faculty of Social Science, Carleton University)

Objects and Methods: The purpose of this project is to examine career expectations, career experiences, retirement decisions, and post-retirement experiences. In-depth interviews were conducted and questionnaires were completed by retired and serving police officers from the Ottawa, Toronto, and Vancouver areas.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The research began in September of 1980. Data is being collected and collection is 2/3 completed. It is expected to be completed in September of 1982. Journal paper(s) and an M.A. thesis for the research assistant are planned.

58. PROBLÈMES DE SANTÉ ET FACTEURS PSYCHO-SOCIAUX CHEZ LES TRAVAILLEURS DE LA FONCTION PUBLIQUE DU QUÉBEC C. Bégin, G. Thériault et A. Vinet (Département des relations industrielles, Université Laval)

Buts et méthodes: la recherche est fondée sur des questionnaires, des examens médicaux et l'histoire médicale des 1 300 fonctionnaires provinciaux rencontrés, et vise à enquêter sur la prévalence des problèmes de santé ainsi que sur les habitudes de vie et les attitudes par rapport au travail.

Source de financement: Département de Santé Communautaire, Hôpital du Saint-Sacrement, Québec

Stade actuel des travaux: entreprise en septembre 1979, la recherche est terminée depuis novembre 1981 et doit faire l'objet d'un rapport et d'articles.

59. PROFESSIONAL AND WORK VALUES OF ACCOUNTANTS: A CROSS-CULTURAL STUDY R.N. Kanungo (Faculty of Management, McGill University), N. Aranya (Tel Aviv University, Ramat-Aviv, Tel-Aviv) and J. Amernic (University of Toronto)

Objects and Methods: Work values and job related attitudes of Francophone and Anglophone accountants of Québec are compared. A questionnaire survey technique was used to gather data.

Source of Finance: Not known

Current Status of Project: The project was started in 1978 and expected to be completed by 1981. A publication is planned in the form of a journal article.

60. PROJECT TRANSITION: RESEARCH ON IMPLICATIONS OF MILITARY EXPERIENCE FOR SECOND CAREERS F.C. Pinch (supervisor) and D.G. Forestell (Canadian Forces Personnel Applied Research Unit)

Objects and Methods: The research investigates the factors that facilitate or hinder mid-career transition of long-term (20 years or more) service personnel into the civilian labour force. Data, drawn from two mail-out questionnaires, will be examined in terms of the importance of structural, personological-biographical, environmental and mediating (intervening) influences in the successful/unsuccessful mid-career transition from the military to the civilian labour force.

Source of Finance: Internal (DND)

Current Status of Project: The research began in July 1979 and the data are being analyzed. This project has been delayed and will not be completed into 1982. Results will appear in CFPARU reports and journal articles. One paper, entitled Military Retirement in Canada: Continuities and Discontinuities in Second Careers (FC Pinch and RW Hunt, authors) was presented at the Annual Meeting of Canadian Sociology and Anthropology Association, Halifax, N.S., May 28-31, 1981.

61. LE PROJET SOCIÉTAL À LA CEQ SOUS YVON CHARBONNEAU J. Thwaites (surveillant) et D. Verroeulst (Département des relations industrielles, Université Laval)

Buts et méthodes: l'objet de ce travail consiste à analyser, à partir d'une analyse documentaire et d'entrevues, les ouvrages acceptés officiellement et diffusés par la CEQ sous le régime Charbonneau: 1970-1978 (Dumont, Monière, Tremblay).

Source de financement: thèse de maîtrise en relations industrielles

Stade actuel des travaux: entrepris en 1981, la fin du projet est prévu pour 1982.

62. PUBLIC SECTOR UNION GROWTH M. Thompson and G. Swimmer (supervisors) and J.B. Rose (Faculty of Business, McMaster University)

Objects and Methods: The purpose is to study the growth of public sector unions by level of government, region and type of union. A questionnaire survey, interviews and statistical analysis were conducted to obtain data.

Source of Finance: Institute for Research on Public Policy

Current Status of Project: The research began in October of 1981 and is in its preliminary stages. It is expected to be completed in the fall of 1982. A book "Conference Proceedings" is planned.

63. REHABILITATION FOR LEISURE: ATTITUDES AND OPPORTUNITIES H.I. Day (Department of Psychology, York University)

Objects and Methods: The purpose is to examine leisure time activities and attitudes of people who were in industrial workshop programs. Among the methods of research used were interviews as well as a comparison of data with quality of life data from Canadian (Metro Toronto) Normative Sample.

Source of Finance: Ontario Ministry of Culture and Recreation

Current Status of Project: This project began in 1980 and is now completed. This report has been mimeographed and parts of the report have been presented at various meetings.

64. REMEMBER KIRKLAND LAKE: THE HISTORY AND EFFECTS OF THE KIRKLAND LAKE GOLD MINERS STRIKE 1941-42 L.S. MacDowell (Department of History, University of Toronto)

Objects and Methods: The object of the research was to produce a Ph.D. Dissertation documenting the Kirkland Lake, Ontario gold miners strike of 1941-42.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: The Ph.D. thesis is completed and will be published as a book by the University of Toronto Press in 1982.

65. THE REVOLUTIONARY POTENTIAL OF TRADE UNIONS IN MARXIST THEORY M. Nemni (Department of Political Science, Laval University)

Objects and Methods: This is an analysis of the role of trade unions in capitalist society in an attempt to determine their potential impact in the transformation of this society. The first stage of the research will consist of establishing a conceptual framework on the basis of Marx's analysis of the interaction of the processes of circulation and of production of commodities and labour power in a capitalist society. The second stage will consist of applying this framework to the study of the Québec labour movement as a dynamic political process.

Source of Finance: Self, Laval University

Current Status of Project: First stage: an article was published in June 1979 of Our Generation. Second stage is in progress and the publication of a book by the University of Toronto Press is envisaged in the fall of 1982.

66. THE ROLE OF LABOUR IN JAPAN INC. J. Crispo (Chevron Visiting Professor, Department of Business Administration, Simon Fraser University)

Objects and Methods: The object of the research is to ascertain the role of the labour movement in the Japanese economic system popularly known as Japan Inc. Interviewing in Japan and extensive reading before, during and after the Japan visit are the research methods used to gather material.

Source of Finance: The Japanese Government (trip expenses)

Current Status of Project: The research began in the summer of 1981 and is midway to completion sometime in 1982. Publication of one or two articles is tentatively planned.

67. SOCIAL DIMENSIONS OF THE OLDER WORKER: A BIBLIOGRAPHICAL ESSAY M.P. Brown (supervisor), L. Yet and J.P. MacDonald (Department of Political Science, Dalhousie University)

Objects and Methods: The object is to compile a bibliography on important writings on the social dimensions of the older worker. An exhaustive search of secondary materials such as books, journals, reports, and newspapers covering the period to June 1979 were used to provide data.

Source of Finance: Canada Employment and Immigration

Current Status of Project: The project began in 1978-1979 and is now completed. A publication by the Dalhousie University, Institute of Public Affairs is planned.

68. A SOURCEBOOK IN CANADIAN LABOUR HISTORY L.S. MacDowell (Department of History, University of Toronto)

Objects and Methods: The object of the research is to compile a book of documents in labour history for students of the Canadian labour movement.

Source of Finance: United Steelworkers of America

Current Status of Project: Research began in January 1981 and is expected to be completed by September 1982. A book will be produced.

69. A STUDY OF THE VALUES OF THE LEADERS OF THE CANADIAN INDEPENDENT NATIONAL UNIONS G.S. Rajan (supervisor) and D. Meyer (Department of Management, Concordia University)

Objects and Methods: The purpose is to identify the personal values of the leaders and the assess changes in their values over a period of time. A survey has provided the information needed.

Source of Finance: CASA of Concordia University

Current Status of Project: This project began in January of 1980 and is now completed. An article has been submitted for publication to Industrial Relations.

70. LA SYNDICALISATION DES CADRES: ÉLABORATION ET VÉRIFICATION EMPIRIQUE D'UN MODÈLE R. Haccoun (surveillant) et J. Lorrain (Département des sciences de l'administration et de l'économique, Université du Québec à Trois-Rivières)

Buts et méthodes: déterminer l'influence de quelques variables individuelles et psychologiques (par ex. la satisfaction au travail, les attitudes à l'endroit de l'administration et le syndicalisme) sur l'intention d'un groupe de cadres inférieurs du secteur privé de se syndiquer. Un groupe de 200 cadres a rempli un questionnaire.

Source de financement: aucune

Stade actuel des travaux: les travaux serviront de fondement à une thèse qui devrait être terminée en juin 1982.

71. LE SYNDICALISME INFIRMIER AU QUÉBEC J. Boivin (surveillant) et F. Dufresne (Département des relations industrielles, Université Laval)

Buts et méthodes: en se fondant sur des entrevues et des sources primaires de documentation concernant les associations, les corporations et les syndicats les plus importants, retracer les origines du syndicalisme infirmier au Québec afin d'en dégager les principales caractéristiques.

Source de financement: Travail Canada

Stade actuel des travaux: les travaux ont débuté en juin 1979 et se sont terminés en novembre 1981.

72. THREE YEARS OF NEW USSR CONSTITUTION: THE SOVIET APPROACH TO THE HUMAN RIGHTS Y. Luryi (Faculty of Law, University of Western Ontario)

Objects and Methods: The object of the research is to examine how certain rights of working people are respected particularly the right of the existence of independent trade unions and the right to work provided for by the International and Soviet Labour Legislation.

Source of Finance: University of Western Ontario

Current Status of Project: Research began in 1980-81 and is completed. It is expected to be published in German, Russian and English. The paper was delivered at the Congress in Germany (October 1980).

73. TRADE UNION CORRUPTION: A STRUCTURAL RE-ANALYSIS C. Lipsig-Mummé (Department of Management, Concordia University)

Objects and Methods: The object of the research is to produce a scholarly publication on the aspects of trade union corruption. Research methods involve the analysis of empirical data and interview techniques.

Source of Finance: None

Current Status of Project: Research began in September 1981 and is in the data collection phase. It is expected to be completed in 1983 and a journal article is intended.

74. TRADE UNION ORGANIZATION IN CANADA, 1891-1958 G.S. Kealey and D. Cruikshank (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object is to compile a new and more complete time series on trade union organization in Canada, 1891-1958 by means of archival and newspaper research.

Source of Finance: Historical Atlas of Canada

Current Status of Project: The research began in the summer of 1981 and data is being compiled. The project will be completed in the Summer of 1982. Publication in the Historical Atlas of Canada, Vol. 3 is planned.

75. LES TRAVAILLEURS QUÉBÉCOIS: 1896-1915 J. Thwaites (surveillant, Département des relations industrielles, Université Laval) et J. Hamelin (surveillant, Département d'histoire, Université Laval), G. Bouchard (Département des sciences humaines, Université du Québec à Chicoutimi), J. Dickinson (Department of History, University of Western Ontario), P. Larocque (Département des lettres et sciences humaines, Université du Québec à Rimouski) et J. Rouillard (Université de Montréal)

Buts et méthodes: selon une méthodologie propre aux différents auteurs, décrire la réalité dans les quartiers ouvriers, au travail et dans le secteur syndical au Québec pendant la période de 1896 à 1915.

Source de financement: les auteurs

Stade actuel des travaux: les travaux sont terminés et le MS se trouve aux P.U.Q. actuellement (devant le comité de lecture).

76. UNIONS IN THE MARGINAL WORK WORLD C.R. Brookbank and D.H. Clairmont (Marginal Work World Research Group, Research Institute of Public Affairs, Dalhousie University)

Objects and Methods: The objects of the research are to discover the effects of union participation and structure on the life chances of people in the "marginal" work world versus the "central" work world. The research methods used are data collection by three questionnaires; analysis and integration of secondary data from other projects and government documents; and guided interviews with union leaders.

Source of Finance: Canada Council

Current Status of Project: The research was started in 1978-79. It is expected to be completed in 1982. Publication is being considered and is expected to take form of a Project Report and eventually a book.

77. L'UNIVERSITÉ LAVAL EN TANT QUE MILIEU DE TRAVAIL F. Roy-Séguin et H. Buteau (Pavillon des sciences de l'éducation, Université Laval)

Buts et méthodes: à partir d'une analyse statistique, d'un sondage et d'entrevues, établir dans quelle mesure les femmes occupent des postes leur permettant de participer à la définition des buts de l'Université et de contribuer à leur réalisation.

Source de financement: Université Laval

Stade actuel des travaux: l'étude a été publiée à l'intérieur d'un document intitulé: "L'Université Laval au féminin" (octobre 1980).

78. LES VIBRATIONS AU TRAVAIL - GUIDE À L'INTENTION DES TRAVAILLEURS D. Le Borgne (Institut de recherche appliquée sur le travail, Université de Montréal)

Buts et méthodes: faire la synthèse des problèmes de santé causés par les vibrations au travail et des moyens pour y remédier; proposer des normes de sécurité et des moyens d'instaurer un programme de prévention. Étude de documentation diverse et vérifications au niveau de la formation.

Source de financement: I.R.A.T.

Stade actuel des travaux: les résultats sont au stade de la rédaction finale et devraient paraître en décembre 1981.

79. WOMEN AND UNIONIZATION: INSTITUTIONAL AND LABOUR MARKET ANALYSIS J. Sen (Department of Sociology, Ontario Institute for Studies in Education)

Objects and Methods: The object of the study is to examine women and unionization.

Source of Finance: Social Sciences and Humanities Research Council (applied for)

Current Status of Project: The project began in July 1981 and is expected to be completed by the summer of 1982. There are no publication plans as yet.

80. WORK ALIENATION AND INVOLVEMENT: DEVELOPMENT OF THEORY AND MEASUREMENT R.N. Kanungo (Faculty of Management, McGill University)

Objects and Methods: The historical development of the concept of work alienation is outlined. Current psychological and sociological literature on work is critically assessed. Conceptual and methodological ambiguities in current theories are identified. An integrative model of work alienation with pan-cultural application is proposed for use in future research. Methods used include literature survey and survey through the use of a questionnaire.

Source of Finance: Ministry of Education, Government of Québec and Faculty of Management, McGill University

Current Status of Project: The report began in 1980. The report on the project will appear as a book titled Work Alienation: An Integrative Approach, published by Praeger, New York, 1982.

81. WORK AND NONWORK EXPERIENCES OF SHIFT WORKERS: AN EMPIRICAL EXAMINATION M. Jamal (Department of Management, Concordia University)

Objects and Methods: The object of the research is to examine how differences in work scheduling may be related to differences of job behaviors at nonwork activities. A field survey, with data collection done primarily by questionnaire, is the method used.

Source of Finance: Concordia University Research Program

Current Status of Project: The project began in November 1980 and will be completed by December 1981. Publication of articles in Personnel Psychology and Journal of Vocational Behavior is planned.

82. WORKER ATTITUDES IN THE ASBESTOS MANUFACTURING INDUSTRY
E. Swimmer and S. Luce (School of Public Administration, Carleton University)

Objects and Methods: The object is to determine worker perceptions of asbestos risks and their attitudes about the trade offs between income and exposure. Interviews of 120 workers at three asbestos manufacturing work sites in Ontario supplied the data.

Source of Finance: Ontario Royal Commission on Asbestos

Current Status of Project: The project began in May of 1981. The writing of the first draft of results is in progress. The project should be completed in December of 1981. A report for the Royal Commission on Asbestos and a number of articles have been planned.

83. WORKERS' HEALTH AND SAFETY STRUGGLES IN BRITISH COLUMBIA
J.C. Paterson (Sun, Paterson, Brail and Busch, Barristers and Solicitors, Vancouver, B.C.)

Objects and Methods: The object is to identify the historical and political patterns of workers' actions in response to health or safety conditions in the workplace in British Columbia with specific reference to the mining and forestry industries. Secondary source searches are being conducted, primarily of labour/political histories and biographies; union records and resolutions and government reports and records.

Source of Finance: Self-financed with a contract to publish

Current Status of Project: Research was begun in 1979 and is expected to be completed in 1981-82. The results are expected to be published in a book, monographs and articles.

84. THE WORKING CLASS IN MONTREAL 1929-1951 T. Copp (Department of History, Wilfrid Laurier University)

Objects and Methods: This is a study of the position of the working class in the depression and during the expansion of the 1940's. The emphasis is on the changes in employment patterns, real income and the growth of trade unions. The research utilizes interviews, archival methods, newspapers, and local government records.

Source of Finance: Wilfrid-Laurier University Research grant

Current Status of Project: The project began in 1975. A number of papers based on the research have been presented. One paper, "Montréal's Municipal Government and the Crisis of the 1930's" was published in Artibise and Stelter, The Usable Urban Past, 1979. Work has now ceased and publication of articles are planned.

B.

MANAGEMENT AND EMPLOYER MOVEMENTS
LE PATRONAT ET LES ORGANISATIONS D'EMPLOYEURS

85. L'APPAREIL, LES PRATIQUES, LE VÉCU: LES STRATÉGIES ORGANISATIONNELLES ET LE DÉVELOPPEMENT SOCIOLOGIQUE D'ORGANISATIONS PARTICIPATIVES R. Poupart (surveillant) et J.-J. Simard (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: l'étude a pour but de faire une mise en rapport dialectique des aspects formels, stratégiques informels et d'approbation personnelle du travail pour contribuer au développement du secteur des théories des organisations. Des questionnaires, des entrevues et des biographies personnelles ainsi qu'une historiographie ont servi d'instruments de recherche.

Source de financement: C.Q.R.S.

Stade actuel des travaux: les travaux ont été mis en chantier en septembre 1981 et leur achèvement est prévu pour août 1983.

86. ASSESSMENT OF TRAINING AND DEVELOPMENT NEEDS OF PUBLIC RELATIONS PRACTITIONERS IN CANADA J. White (supervisor, Public Relations Degree Program, Mount Saint Vincent University) and G. Trask (Advanced Management Centre, Dalhousie University)

Objects and Methods: The object of the research is to assess the needs of public relations practitioners for training and professional development opportunities. The research, which is being carried out through a questionnaire directed to the 1,400 members of the Canadian Public Relations Society, will lead to a professional development program for the society.

Source of Finance: The Canadian Public Relations Society

Current Status of Project: The research was started in October of 1981. The questionnaire is about to be mailed to members and the research is expected to be finished in February of 1982. Publication is planned in the form of a report to the society; articles for public relations journals and for journals in personnel management.

87. LES CADRES ET LE TRAVAIL J.M. Toulouse (coordonnateur) M. Boisvert, et R. Thériault (École des hautes études commerciales, Université de Montréal)

Buts et méthodes: à partir d'une analyse de données recueillies grâce à des questionnaires distribués par secteur industriel, déterminer jusqu'à quel point il y a un malaise chez les cadres, comment ils réagissent à leur travail et à l'entreprise et comment ils réagissent à l'association et à la syndicalisation.

Source de financement: I.B.M. et l'École des hautes études commerciales

Stade actuel des travaux: entrepris en 1977, les travaux devraient se poursuivre jusqu'en 1984 ou 1985. La rédaction des résultats d'enquête dans un premier secteur est terminée. Les résultats finals devraient paraître dans un volume de vulgarisation qui est déjà en préparation et dans des articles scientifiques.

88. CANADIAN HEALTH ADMINISTRATOR STUDY J.E.F. Hastings, W.R. Mindell, J.W. Browne and J.M. Batusley (Department of Health Administration, University of Toronto)

Objects and Methods: The objects of the research are 1) to obtain demographic and professional background information on health administrators in all health sectors across Canada, 2) to obtain their opinions regarding the relative importance of selected knowledge areas and skills associated with their jobs, 3) to measure their interest and opinions regarding continuing education and 4) to analyze the policy directions which are anticipated in the health field and to discern how these might affect administrators being studied. Mail surveys and interviews were used to compile research data.

Source of Finance: Health and Welfare Canada

Current Status of Project: The research was initiated in September 1976 and is complete. A report was published as a supplement to The Canadian Journal of Public Health, Vol. 72, March/April 1981, Supplement One.

89. CAREER STAGES J.C. Rush (School of Business Administration, University of Western Ontario)

Objects and Methods: The objective is to identify the individual difference variables that account for differences in rate of movement through and sequencing of career stages, and the implications for human resource development. Interviews and surveys supplied data.

Source of Finance: The Fund for Excellence, School of Business Administration, The University of Western Ontario

Current Status of Project: The project originally began in 1977. At present a theoretical paper has been completed and instruments are being developed. It is expected to be completed in 1982. Articles in professional journals in Business and Psychology are the planned publications.

90. CHANGE IN SOCIAL SERVICES SYSTEMS: A RESOURCE DEPENDENCE PERSPECTIVE A.W. Sheldon (Supervisor, Wayne State University, Detroit, Michigan) and J.K. Waalen (Ryerson Polytechnical Institute, Toronto, Ont.)

Objects and Methods: The purpose of the research is to study changes in two social services systems at two time periods (1972 and 1979) stressing competitive and collaborative strategies used by agencies to secure financial resources. An interview, a self-administered questionnaire, and budgetary, staff complement, etc. questionnaires were the instruments used to gather information.

Source of Finance: None; Primary projects were funded by NIMH

Current Status of Project: Primary research commenced in 1972, the current portion of the project began in 1979 and is now half finished. It is hoped that the project will be completed by May of 1982. A book is planned.

91. CLOSING THE IRON CAGE: THE SCIENTIFIC MANAGEMENT OF LEISURE E. Andrew (Division of Social Sciences, Scarborough College)

Objects and Methods: The purpose of this project is to investigate the source and nature of scientific management, its effects at the workplace, and its spillover onto activities off work. Primary and secondary literature as well as the author's pondering were the sources of material.

Source of Finance: Canada Council

Current Status of Project: This project began in 1974 and is now completed. A book published by Black Rose Books will be out in the Fall of 1981.

92. COGNITIVE PROCESSES IN ALTERING SUBJECTIVE PERSONNEL DECISIONS E.A. Rix (Department of Educational Administration, Faculty of Education, University of Toronto)

Objects and Methods: The objects of the research are to identify and develop the personal constructs (individual criteria) of decision-makers so that personnel decisions are more valid and fairer. Repertory test developed by G.A. Kelly and modified by A.F. Brown provides the method for data acquisition and analysis.

Source of Finance: None

Current Status of Project: Research began in September 1981 and the pretest and postest are completed. The project is expected to be completed in June 1982. An article is planned in a theme reference journal called Interchange.

93. A COMMENT ON THE IMPORTANCE OF PRODUCTIVITY CHANGE IN FIVE INDUSTRIALIZED COUNTRIES F. Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: This study comments on the importance of productivity change and provides a simpler alternative model to an article on the same topic in the book by S. Maital and N. Meltz (eds.)

Source of Finance: Not known

Current Status of Project: The research appears in the book Lagging Productivity Growth: Causes and Remedies S. Maital and N. Meltz (eds.) Cambridge, Mass., Ballinger Press, 1980, pp. 103-08.

94. LA COMPARAISON DES CONDITIONS DE TRAVAIL DANS DIVERSES ORGANISATIONS M. Rolland (Ottawa, Ontario)

Buts et méthodes: à partir d'interviews, d'observations directes et d'une étude de documentation, comparer la philosophie de gestion du personnel de plusieurs organisations et voir comment elle se traduit dans les faits.

Source de financement: la Chambre de Commerce

Stade actuel des travaux: L'étude est en marche depuis avril 1981 et la phase de compilation est terminée.

95. COMPARATIVE FIELD EVALUATION OF NURSES PRACTISING IN ISOLATED NURSING STATIONS C.B. Hazlett (Division of Health Services Administration, University of Alberta)

Objects and Methods: The object of the research is to determine if graduates of the Clinical Training for Nurses programs have systematically better clinical skills than other nurses who practice in isolated nursing stations. The research methods used are observation, record reviews, simulation exams, and written exercises to obtain data on randomly selected subjects. Covariate analysis was used for controls as random assignment was not possible to the experimental group.

Source of Finance: National Health Research and Development Program

Current Status of Project: The project was started in July of 1977. The report is being written up and will be published in the form of journal articles in 1982.

96. LES CONDITIONS DE SUCCÈS D'UN PLAN DE PARTAGE (AVEC LES VENDEURS D'UN MAGASIN) DES ÉCONOMIES DE SALAIRE P.B. Lesage (coordonnateur) et C. Marcel (École des hautes études commerciales, Université de Montréal)

Buts et méthodes: il s'agit de mesurer l'effet du plan de partage sur le climat de travail dans deux magasins où le plan a réussi et dans deux magasins où il a échoué, ainsi que de dégager les conditions de succès ou d'échec. Les chercheurs ont mené des entrevues avec la direction de la compagnie, les gérants et quelques employés de quatre magasins de la même compagnie. Ils ont aussi distribué un questionnaire de 300 questions à chaque employé des quatre magasins.

Source de financement: la compagnie; le gouvernement du Québec

Stade actuel des travaux: l'étude est terminée et un article a paru dans la revue PME Gestion, volume 2, nº 2, octobre 1981.

97. CONFLICT HANDLING MODES AND MANAGERIAL EFFECTIVENESS OF UNIVERSITY DEANS B. Garnier (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: à partir d'entrevues et de questionnaires, dégager les principales dimensions qui constituent l'efficacité de gestion des doyens d'universités et faire le lien entre les modes de gestion des conflits et l'efficacité de gestion.

Source de financement: la University of Western Ontario (Richard and Jean Ivey Fund for Research in Higher Education)

Stade actuel des travaux: la collecte et l'analyse des travaux sont terminées. Les résultats ont été publiés sous forme de thèse de doctorat ainsi que d'articles dans la revue Relations industrielles et dans le Canadian Journal of Higher Education. Data collection and analysis are completed.

98. CO-OPERATION: TOWARDS A SOCIOLOGICAL THEORY OF CO-OPERATIVE ORGANIZATIONS J.G. Craig (Department of Sociology, York University)

Objects and Methods: The object of the research is to synthesize the research which has been conducted on voluntary co-operation into a sociological theory. The purpose is to explain why some groups co-operate when faced with adversity and why co-operative patterns fail to emerge or continue in other groups. Library research and a synthesis of the author's research (surveys and case studies) over the past 10 years provided material for the manuscript.

Source of Finance: Social Sciences and Humanities Research Council of Canada Leave Fellowship

Current Status of Project: Research was initiated in June 1977 and was finished in August 1981. A manuscript is being reviewed by a publisher.

99. CO-OPERATIVE FUTURE DIRECTIONS PROJECT J.G. Craig (supervisor) and J. Jordan (Faculty of Environmental Studies, York University)

Objects and Methods: The object of the research is to organize, carry out, sponsor and disseminate research which contributes to the understanding of co-operatives in Canada. The research will be helpful in designing approaches to future-oriented planning and managing in dynamic environments. Research methods used include case studies, analysis of available data, surveys and action research projects.

Source of Finance: Large co-operatives in Canada

Current Status of Project: Research was initiated in August 1979 and 24 working papers have now been produced. The completion date is July 1982. A series of working papers and a three volume final report has been produced.

100. COPING WITH OCCUPATIONAL STRESS: ON DEVELOPING HUMAN RESOURCE HEALTH MANAGEMENT SYSTEMS M. Girodo (School of Psychology, University of Ottawa)

Objects and Methods: The object of the project is the development of stress management programs for high technology personnel. Focus is on anxiety, boredom, depression and career planning, dealing with "Burn-out", mid-life problems, etc. The methods used are surveys, interviews and analysis of response to stress management programs offered.

Source of Finance: Social Science Research Funds

Current Status of Project: The project began in 1979 and three stress programs have been developed. It is on going and is expected to be completed in 1982. A book Coping with Occupational Stress is planned.

101. THE COST OF EMPLOYER-BASED TRAINING J. Schuyff (Ministry of Labour, Province of British Columbia)

Objects and Methods: The object of the research is to identify the components and the order of magnitude of industrial training in British Columbia. A study of relevant literature, industry interviews and data analysis were the sources of material for the paper.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: The research began in September 1979 and is completed. Results were published in Labour Research Bulletin, July 1980 (Vol. 8, No. 7).

102. A CROSS-CULTURAL COMPARATIVE STUDY OF MANAGERIAL JOB ATTITUDES
R.N. Kanungo and R.W. Wright (Faculty of Management, McGill University)

Objects and Methods: The study provides empirical evidence on the nature of job related values and outcomes, and work spill-over to leisure time in four countries: Canada, France, Japan and the U.K. A Questionnaire survey provided data.

Source of Finance: Faculty of Graduate Studies, McGill University.

Current Status of Project: The project began in 1978 and is now completed. The report will be published in the form of a journal article.

103. DEVELOPING HUMAN RESOURCES W. Barnard (Department of Adult Education, Ontario Institute for Studies in Education)

Objects and Methods: This project has involved an experimental training program for staff from a number of agencies and organizations who are themselves involved in staff training and human resources development.

Source of Finance: Ontario Institute for Studies in Education

Current Status of Project: Research was started in 1975 and is an on-going training program.

104. DEVELOPING HUMAN RESOURCES: GRANT FOR LABOUR EDUCATION
A.M. Thomas (Department of Adult Education, Ontario Institute for Studies in Education)

Objects and Methods: This project involves the development of a labour education component for the Program on Staff Training and Development. It is a continuing innovative educational program which involves working with staff from a number of agencies and organizations who are themselves involved in staff training and human resources development.

Source of Finance: Labour Canada: Grants Committee of the National Council for Labour Education-Employment Relations.

Current Status of Project: The program was started in July 1978 and is on-going.

105. THE DEVELOPMENT OF A CANADIAN HOSPITAL PHARMACY WORKLOAD MEASUREMENT SYSTEM B.R. Schnell (supervisor), K.F. Gesy, M.E. Gaucher and D. Kuntz (College of Pharmacy, University of Saskatchewan)

Objects and Methods: The aim of the proposed study is to establish a national workload measurement system for hospital pharmacy. Workload measurement data will be collected from selected hospitals across Canada to permit analysis by the Canadian Workload Recording Method of Statistics Canada. The generation of valid and reliable workload data for hospital pharmacy will serve as a valuable management tool for the determination of hospital pharmacy manpower needs and resources. The four methods of research used are as follows:

1) Development of Standards of Practice for hospital pharmacy;

2) Evaluation of questionnaires for hospital selection;

3) Workload data collection in selected hospital pharmacy Departments by the use of stopwatch timing;

4) Analysis of results by the Canadian Workload Recording Method of Statistics Canada (computerized program).

Source of Finance: National Health Research and Development Program

Current Status of Project: The research was initiated in July 1981. The project is expected to be completed in June 1983. Data collection in study hospitals is underway. A publication is planned by Statistics Canada titled - "Canadian Schedule of Unit Values for Hospital Pharmacy". A study report will also be produced.

106. L'ÉMERGENCE D'UN NOUVEAU SPÉCIALISTE: LE PLANIFICATEUR DES RESSOURCES HUMAINES G. Guérin (surveillant) et J. Trudel (Département des relations industrielles, Université de Montréal)

Buts et méthodes: en se fondant sur le questionnaire distribué à toutes les organisations de 2000 employés et plus au Québec, déterminer dans quelle mesure le planificateur des ressources existe dans les organisations québécoises et cerner la nature des tâches qu'il accomplit.

Source de financement: C.A.F.I.R. (Université de Montréal)

Stade actuel des travaux: commencée en 1981, la recherche a atteint le stade du codage des questionnaires et devrait être terminée pour la fin de 1982. Elle fera l'objet d'une publication sous une forme encore indéterminée.

107. ENTREPRENEURIAL ATTITUDES OF MANAGERS AND R&D AND EXPORT PERFORMANCE N. McGuinness (The Fred C. Manning School of Business Administration, Acadia University)

Objects and Methods: The objective is to determine the impact of entrepreneurial attitudes on R&D and export. The methods of research were as follows: survey techniques, factor analysis and multiple regression.

Source of Finance: Department of Industry, Trade and Commerce

Current Status of Project: The project began in 1978 and is expected to be completed in 1981. The preliminary report has been submitted. Journal articles have been planned.

108. UNE ÉTUDE DE CAS EN MILIEU HOSPITALIER DU DÉPLACEMENT DES BUTS DE L'ORGANISATION ET DE SON IMPACT SUR LES PRATIQUES PROFESSIONNELLES R. Pineault et J.-M. Brodeur (Département de médecine sociale et préventive et administration de la santé, Université de Montréal)

Buts et méthodes: à l'aide de techniques d'observation, d'analyses et d'interviews, étudier les processus intra-organisationnels et environnementaux qui peuvent amener le déplacement des buts de l'organisation et influer sur les pratiques professionnelles.

Source de financement: le ministère de la Santé et du Bien-être social du Canada

Stade actuel des travaux: les travaux sont terminés et une thèse de doctorat a été déposée en janvier 1982; le rapport final de la recherche a été déposé en février 1982.

109. UNE ÉTUDE SUR LA DIRECTION ET L'ENCADREMENT DES SECTEURS PRIVÉ ET PUBLIC AU QUÉBEC A. Sales (directeur) N. Bélanger, V. Renaud (agents de recherche), B. Allaire, J. Lacourse, L. Dumais, M. Monette (étudiants associés) (Département de sociologie, Université de Montréal)

Buts et méthodes: l'objet du travail consiste à 1) décrire la population des hauts dirigeants et cadres du secteur privé et de l'administration publique, 2) éclairer la dynamique des relations entre le privé et le public et 3) analyser la structure de représentation des groupes nationaux et ethniques à ces postes. La méthode suivie est la suivante: l'interview d'un échantillon de 1100 cadres de direction et de cadres intermédiaires de l'administration publique, des sociétés d'État et de firmes privées comptant plus de 500 salariés; le traitement informatisé des données; l'analyse de la fonction, de la formation et de la carrière, des relations privé-public et de données biographiques.

Source de financement: le Conseil de la langue française

Stade actuel des travaux: les travaux entrepris en octobre 1979 ont franchi l'étape de l'enquête sur le terrain et ils devraient être finis en mai 1984. Les résultats feront l'objet de rapports, d'articles et d'un livre.

110. EVALUATION OF THREE TRAINING METHODS F.C. Miner, T. Hari Das (Department of Management, Saint Mary's University) and J.R. Gale (Division of Business Administration, University of New Brunswick)

Objects and Methods: The object of the research is to investigate the relative effectiveness of training methods (case, lecture and experimental approach) popularly used. Laboratory and field experimentation are the research methods used.

Source of Finance: Self and Saint Mary's University

Current Status of Project: Research began in September 1980 and is expected to be completed in April 1982. Journal articles are intended to be published.

111. L'ÉVOLUTION DE LA FCSCQ (ASSOCIATION PATRONALE) J. Twaites (Département des relations industrielles, Université Laval)

Buts et méthodes: il s'agit d'une enquête empirique ayant pour objet l'étude de la Fédération des commissions scolaires catholiques du Québec entre 1936 et 1972 et son impact sur le système scolaire au Québec surtout du point de vue des relations professionnelles.

Source de financement: DGES, FCSCQ

Stade actuel des travaux: la fin des travaux est prévue pour 1982.

112. LA GESTION DES ÉQUIPES DE TRAVAIL P. Dionne (surveillant) et G. Ouellet (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: développer un modèle de gestion des équipes favorisant la poursuite d'objectifs organisationnels par le travail du groupe. Fondé sur des travaux de laboratoire et des observations, ce projet est une étude comparée des rendements selon les phases du programme de formation à la gestion des équipes.

Source de financement: aucune

Stade actuel des travaux: ayant débuté en septembre 1980, les travaux se sont terminés le 15 novembre 1981 et feront l'objet d'un livre intitulé La gestion des équipes de travail, publié chez Gaétan Morin.

113. HOUSING STRATEGIES IN RESOURCE TOWNS L. Pinfield and L. Etherington (supervisors) M. Gunder (Department of Business Administration, Simon Fraser University)

Objects and Methods: The objective is to investigate the housing policies currently being used in Western resource towns to attract and retain manpower. Interviews were held with corporate management and site visits were made to resource towns. Specific and focussed surveys together with archival research to follow are the research methods being used.

Source of Finance: CMHC External Research grant

Current Status of Project: The project began in June of 1981 and is expected to be completed in the summer of 1982. The initial survey is completed. The publication format is not yet known.

114. HUMAN RESOURCE MANAGEMENT SYSTEM IMPLEMENTATION PROJECT (DEVELOPMENT AND IMPLEMENTATION) J.K. Hilton (supervisor, Treasury Board of Canada Secretariat, Human Resources Group)

Objects and Methods: The object is to develop and implement a human resource management system or framework which provides for an integrated approach to planning, implementation and control of results. A literature search, review of existing private and public sector practices and related research findings and original developmental work provided data.

Source of Finance: Federal Public Service

Current Status of Project: The project began in September 1980 and Phase 1 will be completed early in 1982. At present, it is midway through the developmental phase. Publication will take the form of an Internal Public Service Discussion Document.

115. L'IDENTIFICATION DES DIFFICULTÉS MANAGÉRIALES ET DES FACTEURS DE SUCCÈS DES PME QUÉBÉCOISES G. d'Amboise (surveillant) et Y. Gasse (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: étudier empiriquement, par entrevues, dans une centaine de P.M.E. manufacturières de quatre secteurs industriels au Québec, les difficultés managériales perçues par les propriétaires-dirigeants des P.M.E., et découvrir les principaux facteurs de succès pouvant contribuer à leur croissance.

Source de financement: FCAC - le ministère de l'Éducation du Québec

Stade des travaux: les travaux ont débuté à l'été de 1980. La cueillette des données est terminée et l'analyse et l'interprétation se poursuivront en 1981 et 1982. Ce projet doit se terminer en juin 1982 pour ensuite faire l'objet d'articles et de présentations à des congrès scientifiques.

116. THE IMPACT OF GERMAN OWNED MULTINATIONAL CORPORATIONS ON THE INDUSTRIAL STRUCTURE OF CANADA R.A. Helling (Department of Sociology and Anthropology, University of Windsor)

Objects and Methods: The object of the research is to compare the policies of companies who practice labour management co-operation in their own country with those who use the confrontation model. Statistical research methods and interviews are used.

Source of Finance: Self

Current Status of Project: Research began in 1981 and the industrial structure is presently being analyzed. The project is expected to be completed in 1983. The report will be published and a panel presentation is scheduled for May 5, 1982.

117. INDUSTRIAL RELATIONS MANAGEMENT EFFECTIVENESS J. Gandz (supervisor) and J.D. Whitehead (School of Business Administration, University of Western Ontario)

Objects and Methods: The objects of the research are to address the question "What constitutes effective performance by industrial relations managers?" More specifically, to identify and weight the criteria of performance that are actually used to measure IR managers' effectiveness and compare these with the criteria that the literature on industrial conflict resolution infers may be used. Research methods will include:

(1) Phase 1: semi-structured interviews with IR managers at various hierarchical levels in ten companies, line managers, union officials and neutral third parties (e.g., mediators, arbitrators)

(2) Phase 2: large sample questionnaire

Source of Finance: Labour Canada - University Research Program Grant

Current Status of Project: The literature review began in 1981-82 and the field work will begin in May 1982. The literature review is almost complete. The project is scheduled to be finished June 30, 1983. A final report will be submitted to the finding agency. Articles in learned journals and more popular journals and a possible doctoral thesis are planned.

118. INNOVATION AND PERFORMANCE OF SMALL AND MEDIUM SIZE FIRMS: A FOLLOW-UP STUDY D.A. Ondrack (Faculty of Management Studies, University of Toronto)

Objects and Methods: Nineteen firms surveyed in 1975 were re-surveyed in 1980 to assess impacts of foreign ownership, strategy, and government incentive programs on firm's growth employment, innovation and exports. Interviews and analysis of company documents served as information for the project.

Source of Finance: Industry, Trade and Commerce

Current Status of Project: The project began in the Fall of 1979 and was completed in April of 1980. A Research Report was issued by I.T.C. in April 1980.

119. INTERGROUP PERCEPTIONS IN BRITISH HIGHER EDUCATION: A FIELD STUDY R.Y. Bourhis (supervisor, Department of Psychology, McMaster University) and P. Hill (University of Bristol, Bristol, England)

Objects and Methods: The aim of the research is to analyze the dynamics of a real life intergroup situation using concepts derived from Intergroup Relations Theory (Tajfel 1978).

Group members selected for the present study were recruited from Educational Institutions of different social prestige; namely University and Polytechnic lecturers in British Higher Education. Lecturers were interviewed (plus questionnaires) concerning job satisfaction, pay differentials, ingroup identification and desire for 'passing' from one type of institution to the other. Results suggest refinements to Tajfel's Intergroup Relations Theory.

Source of Finance: U.K. Social Science Research Council

Current Status of Project: Research that began in April 1977 was completed in April 1979. Publication of the results will appear in H. Tajfel (ed.) Social Identity and Intergroup Relations European Studies in Social Psychology. Cambridge and Paris: Cambridge University Press and Editions de la Maison des sciences de l'Homme, 1982.

120. INTERNATIONAL MANAGEMENT OF HUMAN RESOURCES BY MULTINATIONAL CORPORATIONS H.C. Jain (Faculty of Business, McMaster University)

Objects and Methods: The objectives of the project are to develop a framework for cross-cultural management of human resources by multinationals as well as to develop and test hypotheses. Published inter-disciplinary literature, questionnaire and interviews were used to obtain the necessary information.

Source of Finance: Self

Current Status of Project: The project began in 1980 and is in the prel inary stage. It is expected to be completed by 1983. One paper based on an eventual monograph or a book has been accepted for publication in the book: Personnel Administration: Text and Current Issue by Sikula and McKenna to be published by John Wiley and Sons.

121. INTERNATIONAL PERSONNEL MANAGEMENT: STRATEGY AND PROGRAMS D.A. Ondrack (Faculty of Management Studies, University of Toronto)

Objects and Methods: A survey of major multinational firms was undertaken on current practices in international personnel management and comparisons of human resource strategy between North American and European firms. Interviews supplied the data for the research project.

Source of Finance: European Institute for Advanced Studies in Management

Current Status of Project: The project began in the summer of 1980, since then four case studies have been completed. The project is to be finalized in the summer of 1982. A paper on the preliminary results will be presented at the Academy of International Business Conference, in December of 1981.

122. JOB INVOLVEMENT AND MOTIVATION: ARE INTRINSICALLY MOTIVATED MANAGERS MORE JOB INVOLVED? G.J. Gorn and R.N. Kanungo (Faculty of Management, McGill University)

Objects and Methods: The project explores several implications of the motivational approach to job involvement proposed by R.N. Kanungo in Psychological Bulletin, 1979, No. 86, pp. 119-136. The research also proposes a conceptual distinction between job and work involvement. Survey and questionnaire techniques were used.

Source of Finance: Not known

Current Status of Project: The project started in 1977 and is now finished. A report on the project appears in Organizational Behavior and Human Performance, 1980, No. 26, pp. 265-277.

123. JOB TYPE AS AN INTERVENING VARIABLE IN THE PREDICTION OF MANAGERIAL SUCCESS R. Stuart-Kotze (The Fred C. Manning School of Business Administration, Acadia University)

Objects and Methods: The object is to improve the prediction of managerial success on the basis of psychometric testing. A large sample of managers, differentiated by job type (degree of structure in task) were given a psychometric test battery. Controls for age, level, sex, span of control, etc. were applied.

Source of Finance: Corporate

Current Status of Project: The project began in 1975. At present the first major study is complete. The publication of conference papers and journal articles have been planned.

124. LABOUR TURNOVER IN CANADA: A SURVEY OF LITERATURE AND DATA
S.F. Kaliski (Department of Economics, Queen's University)

Objects and Methods: The purpose of the research is to examine labour turnover from the Canadian labour market and industrial relations perspective. The paper begins with a general literature review and surveys what is known about labour turnover in Canada and includes a discussion of the problems of measurement and an account of a number of both American and Canadian studies.

Source of Finance: Labour Canada

Current Status of Project: Research began in March 1981 and is completed. It appears in Research and Current Issues, No. 41, Industrial Relations Centre, Queen's University and was published as a Discussion Paper by Labour Canada.

125. LINKING ARRANGEMENTS AND NEW WORK DESIGNS H.F. Kolodny (supervisor) and B. Dresner (Faculty of Management Studies, University of Toronto)

Objects and Methods: This project is a study of the co-ordinating arrangements between self-maintaining work units and the rest of the organization in new plants designed to socio-technical systems principles. Clinical research methods (such as field visits, interviews, research meetings of practitioners) were utilized to gather information necessary.

Source of Finance: Ontario Quality of Working Life Centre

Current Status of Project: The project began in January 1980 and was just completed. Publication of an occasional paper by the QWL Centre followed by inclusion in academic journal publications is expected.

126. LONG-TERM FOLLOW-UP OF HYPERTENSIVE STEELWORKERS R.B. Haynes (supervisor), D.L. Sackett, E.S. Gibson and D.W. Taylor (Department of Clinical Epidemiology and Biostatistics, McMaster University, Health Sciences Centre)

Objects and Methods: The object of the research is to determine the influence of labelling steelworkers as hypertensive, through screening, on their subsequent absenteeism, psychosocial function, job satisfaction and job advancement. A random sample of steelworkers at Dominion Foundries and Steel Limited (DOFASCO) in Hamilton, Ontario were screened for hypertension in 1973 and hypertensive workers plus a normotensive control group have been followed since that time (cohort analytic study).

Source of Finance: MRC; Sun Life Insurance Company and the Physicians' Services Inc. Foundation

Current Status of Project: Research began in 1973 and data analysis is in progress. Publication is planned in the form of articles in peer-review medical journals.

127. LOWER MANAGEMENT UNIONISM - (SYNDICALISME DE CADRE) B. Brody (École de relations industrielles, Université de Montréal)

Objects and Methods: The object of the research is to analyse the organizational reaction in terms of changes in the locus of hierarchical power in relation to lower management unionization. The research methods include the use of case studies - five cases; TV-producers, University of Québec at Montréal, etc. - and the development of a specific analytical model.

Source of Finance: Not known

Current Status of Project: The project, begun in the summer of 1977, is completed. Publications will follow.

128. MANAGEMENT INCENTIVE PROGRAMS IN CANADA - EMPLOYEE STOCK PURCHASE PLANS J.G. Frank (supervisor), N. Stone and D. Dunlop (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The object of the study is to examine the current status of employee stock purchase plans in Canada and explore the various types in existence, their objectives and their relative successes and shortcomings. An evaluation of 50 Canadian plans supplied the data.

Source of Finance: The Conference Board of Canada

Current Status of Project: The project began in the summer of 1980 and was completed in October of 1981. The research was published by the Conference Board of Canada as Executive Bulletin No. 19.

129. MANAGEMENT INCENTIVE PROGRAMS IN CANADA - STOCK OPTION PLANS - UPDATE 1980 J.G. Frank (supervisor), N. Stone and D. Dunlop (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The aim of the research is to examine the current status of stock option plans and the determination of such plans as well as their provisions. The study also reviews the objectives, achievements and drawbacks of stock option plans. A survey of 306 Canadian corporations was conducted. One hundred and eighty-seven usable responses were received with 58 current stock option plans and 48 plans are no longer in operation.

Source of Finance: The Conference Board of Canada

Current Status of Project: The project started in the summer of 1980 and was completed in March of 1981. The research was published by the Conference Board of Canada as Executive Bulletin No. 17.

130. MANAGEMENT OF HUMAN RESOURCES AND PRODUCTIVITY H.C. Jain (Faculty of Business, McMaster University)

Objects and Methods: The objectives are to evaluate the impact of personnel and human resource management policies on productivity and to develop a model of human resource and organizational effectiveness. Published literature and government data sources were used.

Source of Finance: Economic Council of Canada

Current Status of Project: The project began in 1978 and at present a draft is being revised. The project is expected to be completed in 1982. An article in a professional journal is expected.

131. MANAGERIAL WOMEN IN FRANCE, QUÉBEC AND ENGLISH CANADA G.L. Symons (Department of Sociology, University of Calgary)

Objects and Methods: The research compares the careers of four types of managerial women: two types of executives (self-made and professionals) and two types of entrepreneurs (heirs and founders/owners). As well the relationships between work and private lives are also explored. Intensive interviews (1-3 hours) were conducted with 100 business women in Paris, Montréal, Toronto and Calgary to supply the necessary data.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project began in 1978, since then three papers have been written. A fourth paper is in progress and a book is planned as well. It is expected to be completed in December 1982. Two papers have been published.

132. MANAGERIAL STYLE IN CANADIAN BRANCH BANKS A B.C. ANALYSIS B.E.G. Beck (Department of Anthropology, University of British Columbia and L.F. Moore (Faculty of Commerce and Business Administration, University of British Columbia)

Objects and Methods: The object of the research is to identify and delineate the managerial style (set of behaviors, attitudes and assumptions) within the British Columbia banking industry, focussing on the branch level. The study is part of a projected series of international and inter-regional

investigations of managerial style. A unique interview format is used which contains a series of directed and undirected metaphor sets coupled with responses to concrete managerial problems. Attitude questionnaires are also used.

Source of Finance: Department of Industry, Trade and Commerce; Secretary of State; Citizenship and Immigration Branch.

Current Status of Project: Research began in January 1981. Data collection is completed as well as the computer analysis of data. Completion date for the project is indeterminate at this time. Several journal articles are expected to be published and a paper was presented at the 1981 TIMS/ORSA/CORS conference in Toronto, May 6, 1981.

133. MENTAL HEALTH IN ORGANIZATIONS: A STUDY OF ANTECEDENTS AND CONSEQUENCES OF STRESS V.V. Baba (supervisor), R. Crawford and R. Sheitoyan (Department of Management, Concordia University)

Objects and Methods: The purpose of the research is to understand the phenomenon of stress in organizations and outline its causes and effects so as to control it in a managerial sense. A field survey was conducted to supply the data.

Source of Finance: FCAC - Government of Quebec

Current Status of Project: The research began in the summer of 1980 and is near completion. It is expected to be completed by the end of February 1982. Articles in scholarly journals as well as in magazines catering to the managerial community are planned.

134. MULTINATIONAL EXECUTIVE DEVELOPMENT D. Rutenberg (School of Business, Queen's University)

Objects and Methods: The aim is to understand the steps in the development of experienced executives in multinational corporations. The methods of research used were as follows, 1) interviews, 2) an adaption of management science models developed for U.S. navy, and 3) psychoanalytic reading.

Source of Finance: Not known

Current Status of Project: The project began in 1972 and is now completed. The research will be published as the final chapter in Multi-National Management, Boston, Little Brown, 1982.

135. THE NATURE OF ORGANIZATIONAL COMMITMENT C. Hodgkinson (supervisor) and D. Lang, Lieutenant-Commander (Faculty of Arts, Royal Roads Military College)

Objects and Methods: The purpose is to identify the essential components in commitment to the organization. The methods used were objective and subjective.

Source of Finance: Independent

Current Status of Project: The project began in June of 1981. The data is being analyzed at present. It is expected to be completed by March of 1982. An article is planned.

136. LE PATRONAT UNIVERSITAIRE J. Thwaites (surveillant) et E. Hufty (Département des relations industrielles, Université Laval)

Buts et méthodes: le projet consiste à faire une étude de textes sur la réaction du patronat universitaire en Amérique du Nord devant la syndicalisation des professeurs.

Source de financement: Syndicat des professeurs de l'Université Laval (SPUL)

Stade actuel des travaux: les travaux, entrepris en avril 1981, devraient être terminés prochainement.

137. PROFIT SHARING AND EMPLOYEE OWNERSHIP - A REVIEW AND APPRAISAL D.V. Nightingale (School of Business, Queen's University)

Objects and Methods: The object of the research is to report upon and interpret broad-based plans in the private sector, relating the mechanisms of profit sharing to economic and social issues in society. Particular attention is paid to the relationship of profit sharing to industrial relations, including the motivation and attitudes of organized labour and corporate employers. Terms associated with profit sharing are defined and its origins dealt with as well as the relevance of tax laws, stock purchase plans, the Scanlon Plan, the Impro-Share Plan, Thrift Plans and Asset Formation.

Source of Finance: Labour Canada contract

Current Status of Project: Research began in March 1979 and was completed in 1980. A paper of the same title was submitted to Labour Canada, and is available through the Library.

138. A PROJECT FOR MEASURING THE QUALITY OF NURSING CARE IN MANITOBA R. Murray (project director), K. Scherer (principal investigator, Manitoba Association of Registered Nurses) and P. Farrell (School of Nursing, University of Manitoba)

Objects and Methods: The objects of the research are: 1) To develop instruments to measure the MARN Standards of Nursing Care, which are both valid and reliable across a variety of nursing settings. 2) To establish summary numerical scores which reflect the overall degree to which nursing care conforms to currently acceptable standards. 3) To examine the relationship among structure, process and outcome measures of the quality of nursing care. 4) To identify the most cost-efficient methods for measuring the quality of nursing care. The research methods used are survey questionnaire, interviews, observation and archival audit.

Source of Finance: NHRDP

Current Status of Project: The research began July 1, 1981. The instruments to measure the Standards are being constructed. The project is expected to be completed by June 30, 1983. A Final Report, research publications and papers and a Methodological Manual will be produced.

139. PROMOTION AND PROMOTION REVIEW IN CANADIAN UNIVERSITIES
R.L. Campbell (supervisor), E. Halpern and C. Laframboise (Department of Law, Carleton University)

Objects and Methods: The object of the project is seminal research on promotion clauses. It contains a review of promotion decisions and examines the viability of promotion as instrument of recognition in Canadian universities. An analysis of software and collective agreements supplied the information needed.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project began in 1981 in September. The analysis of collective agreements is in progress at present. Publication is planned in the fall of 1982.

140. RELATING HUMAN RESOURCES TO CORPORATE PLANNING AND CONTROL
J.R. Nininger (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The purpose of this report is to describe the practices of leading organizations in their integration of corporate and Human Resource Planning. The study also investigates the necessary conditions for such an integration. The study is based on case studies of 10 large organizations in various industries. Interviews were conducted to gather information.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: The research started in 1980, and is almost completed. The project is scheduled for completion in the spring of 1982. Publication is planned in the form of a Canadian Study by the Conference Board of Canada.

141. RELOCATION POLICIES AND PRACTICES IN CANADA - 1981 J.G. Frank (supervisor) and A.E. Chartier (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The object of the project is to describe current relocation policies and practices in major Canadian organizations, contrast these to the policies and practices of 1975, present information on costs, relocation

policies of 1981. A National Survey on Relocation Policies and Practices in Canada - 1981 was conducted. Enclosed with the survey questionnaire were relocation policy statements. Discussions were also held with survey participants. In addition, senior executive seminars on "Relocation Policy: Considerations for the 80's" were held.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: The research began in January of 1981 and is expected to be completed in December of 1981. It is in the final review stage at present. A Conference Board of Canada, Canadian Study is planned.

142. SOCIAL RESPONSIBILITIES OF BUSINESS ENTERPRISE AS WORK ORGANIZATION Hem C. Jain (Faculty of Administration, University of New Brunswick)

Objects and Methods: The objects of the research are to identify compare and analyze recent developments in the area of "Social Responsibilities of Business on Work Organization" in West European countries and North America. Library research and interviews with union and management leaders are the research methods used.

Source of Finance: None

Current Status of Project: Research began in September 1981 and is intended to be completed in February 1982. A working draft is being prepared. An article in a professional journal is planned.

143. SUPERVISORS' PERCEPTIONS OF ORIENTATION PROGRAMS AND IN-HOUSE COMMUNICATIONS SYSTEMS W.H. Wightman (Ontario Division, Canadian Manufacturers' Association Staff)

Objects and Methods: The object of the research is to assess the first line supervisor's perception of the extent and quality of orientation programs for new employees as well as on-going communications within their own companies. Results will allow member companies to assess themselves relative to the norm. Supervisory staff from member companies of CMA will participate in groups of 25-30 day-long sessions during the course of which questionnaires will be completed. One hundred and eighty participants were involved in phase 1. Individuals and companies are guaranteed confidentiality.

Source of Finance: Wightman and Associates Ltd. and Canadian Manufacturers' Association

Current Status of Project: The research began in the summer/ fall of 1981. Two questionnaires are completed and dates for Phase 1 are set. Phase I should be completed by mid March 1982. Publication of results has not yet been determined.

144. TESTING THREE-WAY INTERACTIONS AMONG LEADER BEHAVIORS TASK STRUCTURE AND PERSONAL CHARACTERISTICS OF SUBORDINATES AS INDICATED BY THE PATH-GOAL THEORY OF LEADERSHIP R.J. Oppenheimer (Department of Management, Concordia University)

Objects and Methods: The object of the research is to determine whether different leader behaviors, given subordinates different levels of task structure and different personal characteristics impacts upon subordinates performance, motivation and satisfaction. Questionnaires were distributed and received from over 250 managers, professionals and their immediate supervisors from six divisions of three Canadian corporations. The principal method of analysis was multiple regression.

Source of Finance: None

Current Status of Project: Research began in October 1978 and the project was completed in April 1981. Publication of the Ph.D. dissertation is planned as well as journal articles.

145. TOWARD A BEHAVIORAL APPROACH TO LABOUR RELATIONS IN THE MARITIMES: A CASE STUDY OF A STRIKE J.R. Gale (Department of Management, St. Mary's University)

Objects and Methods: The object of the research is to examine labour negotiations in the context of a social interaction system. The case study reports on one firm's conduct of negotiations during a work stoppage. Research methods used were observation and analysis of data.

Source of Finance: None

Current Status of Project: The research began in 1975 and is completed. The research was reported at the Atlantic Schools of Business Conference in Saint John, New Brunswick, October 1981.

146. TRAINING AND DEVELOPMENT PRACTICES OF CANADIAN FIRMS J. Duffy and L. Mealiea (School of Business Administration, Dalhousie University)

Objects and Methods: The object of the research is to determine the training and development practices of Canadian firms using a mailed survey to 1,200 firms.

Source of Finance: Dalhousie University Research Fund

Current Status of Project: Research began in the fall of 1981 and the questionnaires are ready for mailing. The project is expected to be completed in late spring of 1982. Several journal articles are planned.

147. THE VALIDITY OF JAPANESE-STYLE MANAGERIAL PRACTICE IN THE CANADIAN CONTEXT Hem C. Jain (Division of Business Administration, University of New Brunswick) and M. Ohtsu (Department of Industrial Relations and Organizational Behavior, College of Commerce, University of Saskatchewan)

Objects and Methods: The object of the research is to investigate the extent of the actual importation of Japanese employment practices and their effects on labour-management relations in Japanese-owned companies in Canada. Multi-variate analysis is the research method being used.

Source of Finance: University of New Brunswick and University of Saskatchewan

Current Status of Project: Research began in May 1981 and data collection will commence shortly. The project is expected to be completed in December 1982. Conference presentations and at least one journal article are planned.

148. THE VIABILITY OF JAPANESE-STYLE MANAGERIAL PRACTICES IN THE CANADIAN CONTEXT Hem C. Jain (Faculty of Administration, University of New Brunswick) and M. Ohtsu (College of Commerce, University of Saskatchewan)

Objects and Methods: The purpose of this study is to investigate the extent of the actual importation of Japanese managerial practices and their effects on labour-management relations in Japanese-owned companies in Canada. Specifically, an attempt will be made to answer the following questions:

1. To what extent are various elements of Japanese management system utilized in Japanese-owned companies in Canada and why?

2. Under what circumstances have Japanese managerial practices contributed to harmonious labour-management relations in Japanese-owned Canadian-based firms?

The review of the literature identifies two schools of thought regarding Japanese managerial practices: the culturalist school and the internal labour market school. For the purpose of this study, it is not necessary to take an "either or" approach. Through the use of multi-variate analysis, it is possible to examine the validity of both schools' explanations simultaneously.

Hypothesis 1: The probability of Japanese-style participatory management being practised is higher in situations in which jobs are largely company-specific, and Japanese control of local management is strong.

Hypothesis 2: Other conditions being equal, Japanese firms in Canada which pattern their industrial relations practices after the Japanese model have fewer labour disputes and lower rates of grievances, absenteeism and labour turnover than those firms which do not. There are approximately 130 Japanese owned firms in Canada. A mail questionnaire (both in English and Japanese language) will be sent to all firms which have at least 50 per cent Japanese ownership and three years of operating experience. These will be followed by interviews with officials and employee representatives in selected companies. An indepth case study will be conducted with six firms representing major industries. The supplementary information on these companies will allow an examination of the more intricate aspects of employment practices and labour relations.

Source of Finance: Applied to the Social Sciences and Humanities Research Council and the School of Graduate Studies and Research, University of New Brunswick for a grant

Current Status of Project: The research began in November 1981 and is expected to be completed in February 1983. One or two articles are planned for professional journals.

149. WOMEN IN MANAGEMENT: A CROSS-CULTURAL COMPARISON - FRANCE, ANGLOPHONE CANADA AND QUÉBEC G.L. Symons (Department of Sociology, University of Calgary)

Objects and Methods: The research compares the condition of women managers and entrepreneurs in anglophone Canada, Québec and France. Issues examined include family background, socialization experiences, educational and work histories, as well as marital and parental statuses. Career goals and career planning, occupational choice, career patterns, present work experiences and management of work and family roles are also studied. One hundred intensive interviews were carried out with managerial women in Paris, France, and Montréal, Toronto and Calgary, Canada. The interviews, varying in length from one to three hours, were taped and transcribed. Follow-up interviews are being conducted with 22 Canadian women. Secondary source material, statistical data, census material on labour force participation are also used.

Source of Finance: Three operating grants from the University of Calgary (Social Sciences and Humanities Research Council); one France-Canada cultural exchange fellowship (SSHRCC) and one sabbatical leave fellowship (SSHRCC) currently on sabbatical (1982) at the École des hautes études commerciales, Montréal.

Current Status of Project: Research began in 1978 and 16 follow-up interviews remain to be completed. The project is expected to be completed in December 1982. One article has been published, one has been accepted for publication and revisions are underway and one article has been submitted for publication. A book is in preparation and the expected termination date is December 1982.

C.

LABOUR-MANAGEMENT RELATIONS
LES RELATIONS OUVRIÈRES-PATRONALES

150. ACCOUNTING IMPLICATIONS OF COLLECTIVE BARGAINING C.T. Lau and M. Nelson (Faculty of Business Administration, University of Windsor)

Objects and Methods: The object of the research is to examine the role of financial information in connection with industrial disputes. Interviews with selected organizations were used to gather research data.

Source of Finance: Society of Management Accountants of Canada

Current Status of Project: Research was initiated in January 1979 and is now completed. An SMA Research Monograph will be published early in 1982.

151. UNE ANALYSE DU CONFLIT DU TRAVAIL DANS L'INDUSTRIE D'AMIANTE À THETFORD-MINES (1975) J. Thwaites (surveillant) et M. Boies (Département des relations industrielles, Université Laval)

Buts et méthodes: l'étude consiste à analyser et à comparer les stratégies et les tactiques syndicales lors du conflit entre les trois centrales en 1975.

Source de financement: la thèse M.A. en relations industrielles

Stade actuel des travaux: entrepris en 1981, le travail de recherche devrait être terminé en 1983.

152. ARBITRATION AND ALCOHOL ABUSE M. Thompson (Faculty of Commerce and Business Administration, University of British Columbia)

Objects and Methods: The purpose of the research is to determine the response of arbitrators toward grievors alleged to have abused alcohol. A review of arbitration awards and literature on treatment of alcohol abuse was undertaken.

Source of Finance: University of British Columbia and the Government of British Columbia's Youth Employment Program

Current Status of Project: The project began in May 1979 and is completed. A chapter for a book has been produced. The book is in press.

153. ARBITRATION AND DISTRIBUTIVE JUSTICE: EQUITY OR EQUALITY? W.W. Notz (supervisor) and F.A. Starke (Faculty of Administrative Studies, University of Manitoba)

Objects and Methods: The object of the research is to test the decision criteria used by arbitrators under final offer and conventional arbitration. Laboratory experiments will provide data for the project.

Source of Finance: Canada Council grant

Current Status of Project: The research began in the fall of 1980. The final revisions are being made to the first draft of an article. It is expected to be completed in December of 1981. A journal article is planned.

154. BANQUE DE CAS: LA QUALITÉ DE LA VIE AU TRAVAIL M. Boisvert (École des hautes études commerciales, Université de Montréal)

Buts et méthodes: À partir d'une analyse d'entrevues et de documents, faire le bilan des tentatives québécoises d'amélioration de la QVT.

Source de financement: l'École des hautes études commerciales et Travail Canada

Stade actuel des travaux: les travaux sont terminés et les résultats consignés dans un livre intitulé La qualité de la vie au travail: Regard sur l'expérience québécoise. Montréal: Agence D'ARC, 1981.

155. BARGAINING POWER UNDER COMPULSORY UNIONISM R. Swidinsky (Department of Economics, University of Guelph)

Objects and Methods: The objective of this research is to determine the effect of the closed and union shop on negotiated wage settlements. A regression analysis using micro negotiated wage settlement data was used to supply the necessary information.

Source of finance: Centre for the Study of Inflation and Productivity

Current Status of Project: The project began in 1979 and is at the publication stage at present. An article will be appearing in winter 1982 issue of Industrial Relations.

156. CANADIAN WORKERS AND THE NATIONAL WAR LABOUR BOARD G.S. Kealey (supervisor) and D. Cruikshank (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object of the research is to study the work of the Board in the pre P.C. 1003 period. Archival and newspaper research were used.

Source of Finance: Dalhousie M.A. Fellowship

Current Status of Project: The research initiated in 1980 is in progress. The expected time frame for completion is the Spring of 1982. It has not been decided what form publication of results will take.

157. CAUSES AND CONSEQUENCES OF STRIKE ACTIVITY IN CANADA
J. Vanderkamp (Department of Economics, University of Guelph)

Objects and Methods: This research project is an extension of an ongoing study of strike activity in Canada. The preceding research concentrated on the macro-economic determinants of strike activity, although the use of a micro data base permitted the inclusion of some micro determinants of strike activity as well. Our results show that the role of macro-economic variables exert a consistently strong effect on strike activity. In the proposed extension of this study we intend to focus on the micro determinants of strike activity. We propose to merge data on union and firm characteristics with our micro data base on strikes and analyze the effects of such variables as union affiliation, union security arrangements, type of negotiation unit, size of bargaining unit, occupational characteristics location and stage at which previous contract was negotiated on strike probability. Finally, we propose to analyze the determinants of strike length for all those negotiations which involved a strike.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: Research began in 1980.

158. CERTIFICATIONS, FIRST AGREEMENTS AND DECERTIFICATIONS: AN ANALYTICAL FRAMEWORK G.S. Bain (Industrial Relations Research Unit, University of Warwick, England)

Objects and Methods: As part of the process of developing policies relating to Part V of the Canada Labour Code this research was undertaken on the use of Canadian labour relations board and other records pertaining to the certification of unions and the events taking place during the negotiation period leading up to signature of a first agreement. This study, rather than ascertaining what data could be obtained from boards' records, provides a "framework" for classifying and analyzing the data which are generated by the process of certification and negotiation of first agreement.

Source of Finance: Labour Canada

Current Status of Project: Research began in 1980 and a discussion paper with the above title was published in March 1981 and is available from Labour Canada.

159. THE CHOICE AND APPLICATION OF CRITERIA IN INTEREST ARBITRATION M. Thompson and G. Swimmer (editors) and K.P. Swan (Faculty of Law, Queen's University)

Objects and Methods: The object of the research is to study the way in which criteria are chosen, weighted and applied in interest arbitration. Research methods include a survey and analysis of arbitration awards, the analysis of legal, sociological and economic literature.

Source of Finance: Institute for Research on Public Policy

Current Status of Project: Research began in the summer of 1981 and data collection is still continuing. It is expected to be completed in May 1982. It will appear as part of a book edited by M. Thompson and G. Swimmer published by the Institute for Research on Public Policy.

160. COLLECTIVE BARGAINING AND ASBESTOS M. Gunderson and K. Swinton (Faculty of Law, University of Toronto)

Objects and Methods: The object of the research is to study the extent of collective bargaining over occupational health and safety, with special focus on asbestos.

Source of Finance: Ontario Royal Commission on Asbestos

Current Status of Project: The project began in March of 1981 and is in its final draft at present. It is expected to be completed in November of 1981. A study will be published by the Royal Commision.

161. COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES M. Thompson (Faculty of Commerce, University of British Columbia) and A.M. Ponak (Faculty of Management, McGill University)

Objects and Methods: The objects of the research are to investigate the attitudes of faculty members to collective bargaining; to determine the kind of collective bargaining issues faculty members view as most relevant; to analyze the correlates of faculty member attitudes and issue preferences; and to compare results to similar research carried out in the U.S. Survey research techniques via questionnaires at selected Canadian universities are used.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The research began in December 1980. The research design has been written and the project is expected to be completed in December 1983. Publication of articles and a monograph are planned.

162. COLLECTIVE BARGAINING: STRATEGY, PROCESS, ISSUES AND INNOVATIONS
B.M. Downie (School of Business, Queen's University)

Objects and Methods: The object of the research is to produce a paper on the collective bargaining process in Canada, its strengths and weaknesses and the ways in which its functioning might be improved. The bulk of the research deals with the working of the collective bargaining process from the time notice is given to bargain until the effectiveness of the various methods of dealing with the problems which arise during this process.

Source of Finance: Labour Canada contract

Current Status of Project: Research began in April 1979. The completed paper was submitted to Labour Canada in April 1980, and is available through the Library.

163. LE COMITÉ PATRONAL-SYNDICAL DE L'INDUSTRIE CANADIENNE DU TEXTILE - LEÇONS D'UNE EXPÉRIENCE DE 15 ANS J. Sexton (surveillant) et C. Leclerc (Département des relations industrielles, Université Laval)

Buts et méthodes: présenter et examiner l'expérience de ce Comité, en tirer les leçons utiles pour l'amélioration des relations industrielles et porter un jugement de valeur sur le degré d'atteinte des objectifs poursuivis. Le projet est fondé sur une étude documentaire et des entrevues de fonctionnaires.

Source de financement: Travail Canada

Stade actuel des travaux: commencés le 1er septembre 1981, les travaux ont atteint l'étape du cadre de référence et du contexte et ils devraient prendre fin en décembre 1982.

164. COMPANY GRIEVANCES FOR DAMAGES FOR WRONGFUL WORK STOPPAGES
L. McGrady (Faculty of Law, University of British Columbia)

Objects and Methods: The object of the project is to assess the state of current case law on the principles of assessment of damages for breach of the collective agreement and compare these to common law principles on breach of contract. The methods used to research the project are research on court cases, arbitration cases, and Labour Relations Board cases in Canada.

Source of Finance: Self

Current Status of Project: The project was started in June of 1978. Publication is to be in the form of a continuing legal education society publication.

165. A COMPARATIVE STUDY OF INDUSTRIAL RELATIONS PRACTICES OF A JAPANESE AND AN AMERICAN FIRM M. Ohtsu (College of Commerce, University of Saskatchewan), D.A. Levin (Department of Economics, University of Hong Kong) and Y. Nihei (Keio University, Tokyo)

Objects and Methods: The object was to test the relative importance of technology, community setting and ethnic status of ownership in determining the nature of employment practices in a Japanese and an American industrial firm. Primarily data were collected on the basis of set questionnaires (management as well as worker sampling). Data have been analyzed by using both qualitative and quantitative measures.

Source of Finance: Centre of Asian Studies, University of Hong Kong

Current Status of Project: The project was started in the fall of 1975 and was completed in the summer of 1979. A report on the research is to be included in a collection of essays on labour relations in Hong Kong. The final status of the paper will be known shortly.

166. COMPENDIUM OF GRIEVANCE ARBITRATION DECISIONS, 1980 M. DeYoung (Nova Scotia Department of Labour and Manpower, Research Division)

Objects and Methods: The object of the research is to provide a comprehensive source of information for arbitrators in the form of a summary of grievance arbitration decisions.

Source of Finance: Nova Scotia Department of Labour and Manpower

Current Status of Project: The project began in June 1981 and was completed in September 1981. An Annual Compendium is planned.

167. CONTEMPORARY LABOUR RELATIONS PRACTICES IN THE ATLANTIC REGION Hem C. Jain (Faculty of Administration, University of New Brunswick)

Objects and Methods: The purpose of this research project is to develop new cases and at the same time update the case material presented in the earlier book Canadian Cases in Labour Relations and Collective Bargaining published by the Academic Press in 1973. The new cases will highlight critical industrial relations issues faced by unions, management and governments in the last decade. The project is designed to stimulate students' interests in the practical aspects of labour relations. In addition to the theoretical material, students need to know how the various theories and concepts actually work out in practice. The case material will be derived from field interviews with union, management and government officials; from transcripts of conciliation and arbitration board hearings, from reports of inquiry commissions and of

government mediation proceedings; and from grievance and negotiation sessions. In some of these cases this writer has served as a chairman or member of the conciliation/arbitration board and has added his personal observations and insights into the case material. Each case will also include questions designed to provoke discussion and to involve readers in analyzing the issues.

Source of Finance: Faculty of Administration, University of New Brunswick

Current Status of Project: The research began in November 1981 and is expected to be completed in December 1982. Publication of a monograph is planned.

168. A CROSS-JURISDICTIONAL AND INTER-INDUSTRY STUDY OF CANADIAN STRIKE ACTIVITY 1974-80 E.G. Fisher (Department of Industrial and Legal Relations, University of Alberta)

Objects and Methods: This study focusses on the regional pattern and determinants of strike activity. Strikes are classified by contract status: first agreement, contract renewal and during the term. They are studied in 12 jurisdictions to account for the possible influences of differences in legislation: the 10 provincial jurisdictions plus the Federal Government's private and public sector jurisdictions. Data concerning the bargaining calendar are used to properly measure the incidence of strike activity. Allowance is made for perceived important institutional factors, such as the Anti-Inflation Board controls on wage increases. This study has the basic aim of understanding strike activity and some of the facors that influence it.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: Research began in 1981.

169. CROSS SECTION ANALYSES OF INDUSTRIAL DISPUTES IN CANADIAN MANUFACTURING 1969, 1971 and 1974 J.C.H. Jones, L. Laudadio and W.D. Walsh (Department of Economics, University of Victoria)

Objects and Methods: The object of the research is to attempt to analyze the determinants of strike activity by means of regression analysis on cross section data.

Source of Finance: Labour Canada

Current Status of Project: Research began in the spring of 1979 and was completed in the spring of 1981. One draft of an article has been completed and is now circulating. Publication of articles is planned.

170. A DECISION SUPPORT SYSTEM FOR LABOR CONTRACTS L. Fertuck (supervisor) and J. Amernic (Faculty of Management Studies, University of Toronto)

Objects and Methods: The objective is to develop a computer package to interactively compare the costs and benefits of proposed labor contracts from the viewpoint of both labor and management. The package will be used as part of a negotiating game in the classroom and may be used as part of the negotiation process in real contracts.

Source of Finance: None

Current Status of Project: The project began in 1981 and will be completed in 1982. At present the computer program is being written. An article in an academic journal is planned.

171. LA DÉMOCRATIE D'ENTREPRISE ET L'HUMANISATION DU TRAVAIL H. Bherer (surveillant) et J. Lussier (Département de management, Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: En recourant à des méthodes d'analyse stratégique, culturelle, juridique et fiscale, étudier les mécanismes et l'évolution de l'entreprise participative (participation communautaire ou ouvrière).

Source de financement: F.C.A.C. (Québec) et les entreprises.

Stade actuel des travaux: Commencés en 1978, les travaux sont en voie de rédaction et feront l'objet de deux volumes, d'articles de revue et de conférences.

172. DEPENDENT CONTRACTORS M. Bendel (Faculty of Law, Common Law Section, University of Ottawa)

Objects and Methods: The object of the research is to analyze the concept of employee status for labour relations purposes and to consider the extent to which this concept has been enlarged by "dependent contractor" amendments to labour relations acts. A review has been conducted of reported cases of Labour Relations Boards and the courts, as well as existing literature on the subject.

Source of Finance: None

Current Status of Project: Research began in June 1981 and is completed. An article will be published in a law journal.

173. DETERMINANTS OF STRIKE ACTIVITY IN CANADA K. Strand and D. Maki (Department of Economics, Simon Fraser University)

Objects and Methods: The objects of the research are to develop a theoretical model explaining strike activity and to test its implications. Testing will probably be done by using regression analysis on various data sets.

Source of Finance: Not known

Current Status of Project: Research was initiated in the fall of 1979 and is completed. The results were published as a journal article.

174. A DISAGGREGATED ANALYSIS OF STRIKES IN CANADA M.R. Smith (Department of Sociology, McGill University)

Objects and Methods: The research is an examination of explanations of temporal patterns of industrial disputes in Canada. The methodology is primarily quantitative analysis.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: The research was begun in late 1975 and the data have been analyzed. The final articles for publication are being prepared. Some of the results have been published in articles in the Canadian Journal of Sociology, the American Journal of Sociology, and Relations industrielles. A further article is forthcoming in the Canadian Review of Sociology and Anthropology. A further article will be published.

175. DISPUTE RESOLUTION: FIRST COLLECTIVE AGREEMENTS G. Wright and A. Kennedy (Alberta Department of Labour, Planning and Research Branch)

Objects and Methods: The object is to discuss the state of dispute resolution on first collective agreements. An information search and legislation analysis will supply data.

Source of Finance: Departmental Budget

Current Status of Project: The project began February 12, 1980 and was completed March 18, 1980. There are no plans for publication.

176. DUMP TRUCK OWNERS/OPERATORS AND COLLECTIVE BARGAINING - PARTS I & II S.R. Ellis (Osgoode Hall Law School, York University)

Objects and Methods: The object of the research is to report on the appropriateness of the extension of the Ontario collective bargaining regime to owners/operators of dump trucks in the aggregate-producing and road-building industries through application of the dependent contractor provisions of the Ontario Labour Relations Act. Interviews and meetings with interested groups and individuals were conducted.

Source of Finance: Ontario Ministry of Labour

Current Status of Project: Research began in January 1980 and Part II was completed in September 1981. A report has been submitted to the Minister of Labour (Ontario).

177. AN EMPIRICALLY BASED ASSESSMENT OF THE ARBITRATION SYSTEM IN NEWFOUNDLAND AND LABRADOR L. Sooklal (supervisor) and R. Hattenhauer (Faculty of Business Administration, Memorial University of Newfoundland)

Objects and Methods: The objective is to identify the strengths and weaknesses of the existing arbitration system in Newfoundland and Labrador by isolating areas of user satisfaction and dissatisfaction. The method of research used was a mail survey to a population of users over the period 1967-1981 followed by interviews with a sample of participants.

Source of Finance: Open

Current Status of Project: The project began in September of 1981 and is expected to be completed by the fall of 1982. The questionnaire and the proposal have been written. A user oriented report followed by publication of a monograph or a research paper are the proposed publication plans.

178. EMPLOYEE PARTICIPATION IN THE WORKPLACE: FORMS AND EXPERIENCE G.F. Hack (supervisor) and L. Jardine (Nova Scotia Department of Labour and Manpower, Research Division)

Objects and Methods: The object is to survey the literature on labour-management options for expanding the role of labour in terms of labour's participation in the decision making process, and improving labour-management relations and labour-productivity.

Source of Finance: Nova Scotia Department of Development

Current Status of Project: The project began in January 1981 and was completed in November 1981. An Occasional paper is planned.

179. EXPERIMENTS IN BLUFFING (NEGOTIATION) T.J. Mitchell (Faculty of Management Studies, University of Toronto)

Objects and Methods: The objective is to explore the impact of various forms of negotiation signals of the decision to bluff or not. Laboratory experiments were conducted to supply data.

Source of Finance: Canada Council

Current Status of Project: The project began in October of 1981 and is expected to be completed by the spring of 1982. Fifty per cent of the data has been gathered at the present time. Journals articles have been planned.

180. LES FACTEURS SOCIAUX DÉTERMINANT L'USAGE DU PRN COMME NOUVELLE TECHNIQUE DE CONTRÔLE DANS LA GESTION DES SOINS INFIRMIERS. PHASE I: LES RÉACTIONS DES INFIRMIÈRES À L'ÉGARD DU PRN DANS SON IMPLANTATION A. Billette (surveillant) et G. Fréchet (Département de sociologie, Université Laval)

Buts et méthodes: analyser les réactions y compris le boycottage du PRN à l'hiver 1981 à partir d'entrevues, d'un sondage dont l'échantillon est constitué de deux hôpitaux et d'un questionnaire.

Source de financement: Santé et Bien-Être social; CRSH

Stade actuel des travaux: le projet a débuté en avril 1981 et doit prendre fin en décembre prochain. Un rapport et des articles feront connaître les résultats.

181. LA GRÈVE DES PROFESSEURS À L'UNIVERSITÉ LAVAL (1976) J. Thwaites (surveillant) et J.M. Fréchette (Département des relations industrielles, Université Laval)

Buts et méthodes: à partir d'une analyse documentaire et d'entrevues, appliquer le modèle d'analyse élaboré par J. Boivin à la grève de l'Université Laval en 1976.

Source de financement: la thèse de Maîtrise en relations industrielles

Stade actuel des travaux: entreprise en 1979, l'étude se poursuit et aboutira à une thèse de maîtrise.

182. LES GROUPES SEMI-AUTONOMES DE PRODUCTION M. Brossard (surveillant) et J. Branchaud (École des relations industrielles, Université de Montréal)

Buts et méthodes: faire le relevé de toutes les recherches publiées en français et en anglais sur les groupes semi-autonomes de production et montrer comment ces groupes ont été étudiés, en procédant à une analyse de contenu.

Source de financement: aucune

Stade actuel des travaux: le projet a débuté en juin 1981 et les lectures sont maintenant terminées. Les travaux seront achevés en septembre 1982 et feront l'objet d'une thèse de maîtrise (Johanne Branchaud) et d'articles ou d'un recueil (par les deux co-auteurs).

183. HICKS' "THEORY OF INDUSTRIAL DISPUTES" REVISITED S. Sharir (Department of Economics, University of Alberta)

Objects and Methods: The object is to reformulate Hicks' model in a way which is both consistent with the original idea and does not suffer from shortcomings identified in the literature. The relevancy and usefulness of the revised model to bargaining situations wil be emphasized.

A survey and a critique of Hicks' version(s) of the model as well as of the literature on it is provided. The model is then revised and its implications are shown.

Source of Finance: Self

Current Status of Project: Research began in December 1981 and will be completed in the summer of 1982. A journal article is currently being written.

184. HISTORICAL COMPARISON OF STRIKE AND LOCKOUT DATA BY PROVINCE ON AN ANNUAL BASIS G. Wright and A. Kennedy (Alberta Department of Labour, Planning and Research Branch)

Objects and Methods: The objective is to present a data package of strike/lockout data. An information search will supply data.

Source of Finance: Departmental Budget

Current Status of Project: The project began January 25, 1980 and was completed in May 1980. There are no plans for publication.

185. HUMANIZING THE WORKPLACE TRADE UNION ATTEMPTS TO EXPAND THE SCOPE OF WORKER RIGHTS AND IMPROVE THE CONDITIONS AND PROCEDURES OF SOCIAL JUSTICE IN WORK RELATIONS P.Y. Walmsley (Department of Industrial Relations, University of Saskatchewan)

Objects and Methods: Most theories, explanations, justifications of the trade union movement emphasize 'interest' issues, that, is the role of unions in bringing about improvements in economic circumstances of workers in a competitive market in which they, as individuals, tend to be at a bargaining disadvantage.

This study considers a different explanation, believing it not to be conflicting but complementary, that a raison d'être of trade unionism has been its commitment to the improvement of human rights in the workplace. The 19th century witnessed the realization of three basic, secular values, namely democracy, liberalism and the rule of law. By and large these central values of society were kept outside the factory gates during most of the 19th century and in North America until well into the 20th century.

The aim of this study is to investigate and document the process whereby political, economic and legal values and conventions were changed so as to make possible a more humane work environment.

Source of Finance: Sabbatical project initially; self-financed

Current Status of Projet: The project began in 1980. The collecting and organizing of the data is underway, and the first stage should be completed by 1982. The final completion date is expected to be 2-3 years thereafter. The publication will take the form of journal articles and/or a monograph.

186. IMPACT OF COLLECTIVE BARGAINING UPON CANADIAN FIRMS J.H. Godard (Department of Industrial and Labour Relations, Cornell University, New York)

Objects and Methods: This study represents an attempt to systematically examine and explain the organizational and economic impact of unionization upon management, and how this impact varies at the level of the firm in Canada. Using data collected primarily by a questionnaire survey of senior labour relations officiels in approximately 150 unionized Canadian private sector firms, this study will obtain information about (1) bargaining and non-bargaining outcomes, (2) selected behavioral and organizational characteristics of management, and (3) the context within which bargaining occurs. The relationships between these variables will then be examined in accordance with a model based upon both organizational theory and collective bargaining research.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: Research began in 1980

187. THE IMPACT OF DISPUTE RESOLUTION PROCEDURES ON COLLECTIVE BARGAINING IN THE PUBLIC SECTOR J. Anderson (supervisor, School of Business, Queen' University), P. Feuille and K. Murnighan (University of Illinois)

Objects and Methods: The object of the research is to determine the differential effects of the right to strike, factfinding, conventional arbitration and final offer by arbitration by package and issue on bargaining behavior and outcomes under good and bad union-management relationships. Laboratory experiment is the methodology being used.

Source of Finance: Not known

Current Status of Project: Research began in March 1980. The project has been delayed, however data collection will resume in the future. A journal article is planned eventually from the research.

188. INDUSTRIAL DEMOCRACY AS A SOCIOTECHNICAL PROBLEM A.J. Matejko (Department of Sociology, University of Alberta)

Objects and Methods: The object is to establish a socio-technical evaluation of various concepts in industrial democracy, with special emphasis on their applicability to Canada. Library research, interviews and visits were the methods used.

Source of Finance: Self

Current Status of Project: The project was started in the fall of 1972. A book Overcoming Alienation in Work, has been published in 1976 by Sadhna Prahashan, Meerut (India). Papers were presented at the 8th World Congress of Sociology, at the 1974 meeting of the American Sociological Association, at the 1977 meeting of the Canadian Association of Sociology and Anthropology, at the Second International Conference on Self-Management in Paris (1977), at the 9th World Congress of Sociology in 1978 in Uppsula (Sweden), at the XXV Congress of International Institute of Sociology in Lisbon (1980), at the annual meeting of the Canadian Association of Sociology and Anthropology (1980), at the International Congress of an Applied System Research and Cybernetics in Acapulco (1980), at the 52nd annual meeting of the Pacific Sociological Association in Portland (1981), at the annual meeting of the Canadian Sociology and Anthropology Association in Halifax (1981), at the annual meeting of the Administrative Science Association in Halifax (1981) and at the International Conference on kibbutzes and participatory democracy (Harvard University, 1981).

The following publications have already appeared: A. Matejko & S. S. Rubenowitz, The Sociotechnics of Working Life. Experiences from Sweden, Europa, 1978/80, 3,2:155-184; A. Matejko, Work and the Welfare State: Expereinces from Sweden, International Review of Sociology, 1980, XVI, 1:19-52; A. Matejko, Management Participation, International Review of Sociology, 1979, XIII, 3:159-210; A. Matejko, From the Crisis of Bureaucracy to the Challenge of Participation, in Management and Complex Organizations in Comparative Perspective, ed. by Raj P. Mohan, Greenwood Press, 1979; A. Matejko, Conflict from a Sociotechnical Perspective, Newsletter of the International Sociological Association. Research Committee on Sociotechnics, 1979, 4:23-48; A. Matejko, Strategies of Participation and Its Sociotechnics, in Quality of Working Life and the Kibbutz Experience, ed. by A. Cherns, 1980, Norwood Editions, pp. 37-61; A. Matejko, The Structural Criteria of Social System Maturity, in Soziale Beziehungsgeflechte, ed. by H. Niemeyer, Berlin, 1980, pp. 59-76; A. Matejko & S. Rubenowitz, The Optimalization of Sociotechnical Conditions, Newsletter of the International Sociological Association. Research Committee on Sociotechnics, 1980, 5:14-39; A. Matejko, The Obsolescence of Bureaucracy, Relations industrielles/Industrial Relations, 1980, 35, 3:467-492; A. Matejko, Kibbutz ou Kolkhoz? Une comparison des fermes collectives en Israël et en URSS, Revue d'Études Comparatives Est-Ouest, 1980, 11, 4:95-106; A. Matejko, Job Reform and Christian Doctrine, Sociologia Internationalis, 1981, 18; A. Matejko, Alternative Hierarchies: The Anatomy of Bureaucracies and the Perspectives of Their Self-Defeat in West and East, Guru Nanak Journal of Sociology, 1981, 2,1; A. Matejko, From Primitive Organization to Modern Sociotechnics, International Journal of Sociology (forthcoming)

189. INDUSTRIAL DISPUTES IN CANADIAN MANUFACTURING, 1969, 1971, 1974 J.C.H. Jones (Department of Economics, University of Victoria)

Objects and Methods: This project attempts to test the general hypothesis that strikes are a function of union wage demands, and thus those factors which increase wage demands increase the probability of strikes. Specifically, the intention is to test the "catch up" and "relative deprivation" hypotheses.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: Research began in 1980.

190. INDUSTRIAL EMPLOYEES' COLLECTIVE WORK ORIENTATION G. Baureiss (Department of Sociology, University of Manitoba)

Objects and Methods: The object of the research is to investigate the workers' evaluative orientation towards their employers, supervisors, and co-workers within the Social Action Approach, by means of a self-administered questionnaire with approximately a 60% return rate, (321 returns).

Source of Finance: University of Manitoba grant

Current Status of Project: The research was initiated in 1978. All data has been collected and coded and is ready for analysis. Publication in the form of articles is planned.

191. INDUSTRIAL RELATIONS 1981: OUTLOOK AND ISSUES J.G. Frank (supervisor) and A.E. Chartier (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The objective is to present the outlook for industrial relations and collective bargaining for 1981 as seen by eight experts on the subject. It also contains discussions of systemic discrimination, government as employer, legislator and regulator, and labour-business consultation. The research was based on a one-day meeting of eight industrial relations experts sponsored by The Conference Board of Canada.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: The research began in November of 1980 and was completed in February of 1981. The research has been published by the Conference Board as Executive Bulletin No. 14.

192. INDUSTRIAL RELATIONS 1982: OUTLOOK AND ISSUES J.G. Frank (supervisor), A.E. Chartier and M.J. Daniel (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The objective is to present the views of eight experts in industrial relations on the prospects for collective bargaining in 1982. The report contains current industrial trends. Also, a discussion of wage determination in the public sector, a proposal for improved labour-management relations and opinions on the direction of the Canadian labour movement are included. The Conference Board of Canada sponsored a one-day meeting of eight industrial relations experts.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: The project began in November of 1981 and is in progress. It is expected to be completed in January of 1982. A Conference Board of Canada Executive Bulletin is planned.

193. AN INTEGRATIVE MODEL OF MEDIATION T. Hair Das (Department of Management, Saint Mary's University) and V.V. Baba (Department of Management, Concordia University)

Objects and Methods: The object of the research is to identify and synthesize the factors facilitating successful mediation of industrial disputes through the use of library research.

Source of Finance: Self and Saint Mary's University

Current Status of Project: Research began in June 1980 and is expected to be completed in February 1982. Journal articles are planned.

194. INTERCLASS WAGE DIFFERENTIALS OF SASKATCHEWAN PUBLIC SCHOOL TEACHERS P.Y. Walmsley and M. Ohtsu (College of Commerce, University of Saskatchewan)

Objects and Methods: The object is to examine the collective bargaining relationship between teachers and trustees in Saskatchewan. This is done by examining wage and other terms of employment data, as well as educational funding and other economic and administrative environmental data to describe the substance of the relationship and to explain the relationship by using various types of analyses.

Source of Finance: Labour Canada primarily

Current Status of Project: The original tasks of the joint project which was started in 1973 have been completed. It was later expanded to cover various aspects of employment relationships of Saskatchewan public school teachers. The expanded project was completed in 1980. Two papers have been published. They are:

1. Walmsley, P.Y. and Ohtsu, M., "Teachers' Salary Differentials and the Quality of Educational Services in Saskatchewan", Industrial Relations, Vol. 30, No. 4, University of Laval Press: Québec, 1975;

2. Walmsley, P.Y. and Ohtsu, M., "Collective Bargaining and Educational Equality at the Elementary and Secondary School Level in Saskatchewan", presented at the 50th Annual Conference, Western Economic Association, San Diego, June 1975, published in College of Commerce, University of Saskatchewan Reprint Series, Saskatoon, 1975.

In addition to these two articles four specific studies were completed and published.

195. AN INVESTIGATION OF THE EFFECTS OF A STRIKE AT A PROVINCIAL MENTAL HOSPITAL R. Norman (Community Medicine, Faculty of Medicine, Memorial University of Newfoundland)

Objects and Methods: The objects of the research are: 1) to describe the differences in services provided by general hospital psychiatric units and a provincial mental hospital and 2) to assess the impact of a 17-week strike at a provincial mental hospital on the services provided by general hospital

psychiatric units. Research methods involved the recording and analysis of characteristics of over 5000 patient admissions to general hospitals and psychiatric hospital. This represents all psychiatric admissions to these hospitals over a three-year period.

Source of Finance: Health and Welfare Canada, Health Services and Promotion Branch

Current Status of Project: The research began in January 1980. The project itself is completed and the final report is being written. Journal articles are planned and the final report will be submitted to Health and Welfare Canada.

196. JOB CONTROL AND THE INSTITUTIONALIZATION OF LABOUR RELATIONS AT THE WORKPLACE G.S. Bain (supervisor, Industrial Relations Research Unit, University of Warwick, England) and Jacques Bélanger (Département des relations industrielles, Université Laval)

Buts et méthodes: faire ressortir l'incidence de l'institutionalisation des relations du travail dans l'entreprise sur le contrôle exercé par les travailleurs et leur syndicat sur les relations de travail. La recherche empirique a été effectuée dans deux entreprises de l'industrie mécanique en Angleterre. Quant à la recherche appliquée, les instruments sont l'observation, des entrevues et des documents.

Source de financement: le Conseil de recherches en sciences humaines du Canada; le ministère de l'Éducation du Québec

Stade actuel des travaux: les recherches ont été entreprises en 1979 et sont maintenus rendues à la phase de la rédaction. L'achèvement des travaux est prévu pour l'automne de 1982.

197. JOINT LABOUR-MANAGEMENT HEALTH AND SAFETY COMMITTEES IN CANADA G.K. Bryce (Occupational Health and Safety Division, Government of Alberta) and P. Manga (Faculty of Administration, University of Ottawa)

Objects and Methods: The object of this research is to describe and assess the development of health and safety committees in the various provinces of Canada. Survey of literature, recent legislation and interviews of Public officials and union leaders are the methods being used to gather information.

Source of Finance: None

Current Status of Project: The project began in 1981 and is almost completed. It is expected to be completed early in 1982. Journal article has been planned.

198. LABOUR DISPUTES INVOLVING WOMEN, MANITOBA 1978-81: AN INVENTORY B. Roberts (History Department, University of Winnipeg)

Objects and Methods: The research examines approximately 40 strikes. The compilation includes the date, place, duration, numbers and occupations involved and the outcomes and also features such as notable incidents, strategy and tactics of both sides and government intervention. Research methods used include contacts with the Manitoba Federation of Labour; follow-up with local unions and women's groups; interviews with strike leaders or eyewitnesses; standard research in government files and newspapers, etc.

Source of Finance: Partial funding from Secretary of State grant for Visiting Professorship

Current Status of Project: Research began in January 1981 and is in the typescript form. The project is expected to be completed in the Spring of 1982. A short version will be published in Resources for Feminist Research and a long version, now in preparation, will appear as a scholarly paper or article.

199. LABOUR-MANAGEMENT RELATIONS IN THE OTTAWA JOURNAL AND OTTAWA CITIZEN G. Hebert (supervisor), D. Swartz and E. Swimmer (School of Public Administration, Carleton University)

Objects and Methods: The purpose of the research is to develop a history of labour-management relations at Ottawa newspapers from 1970 to 1980 to see if labour problems led to the Ottawa Journal closure. Secondary materials were researched and interviews with labour and management officiels were conducted to obtain data.

Source of Finance: Royal Commission on Newspapers

Current Status of Project: The project began in January of 1981 and was completed in October of 1981. There is to be a chapter in a book published by the Royal Commission.

200. LABOUR RELATIONS DISPUTE RESOLUTION MECHANISMS AND INDIAN LAND CLAIMS B.W. Morse (Faculty of Law, University of Ottawa)

Objects and Methods: The objective is to analyze labour relations mechanisms for resolving disputes in terms of their possible application to the settlement of Indian Land Claims. Literature and legislative review and personal analysis were the research methods used.

Source of Finance: Department of Indian and Northern Affairs

Current Status of Project: The project which began in September 1980 has been completed. It will be published as a chapter in a book.

201. LABOUR RELATIONS IN AN AUTOMOBILE ASSEMBLY PLANT M. Brownstone (supervisor) and D. Wells (Department of Political Economy, University of Toronto)

Objects and Methods: The object of the research is to understand the nature of and connections between conflict and stability in relations between labour and management. Research methods used include participant-observation; indepth interviewing and an examination of relevant documentary material.

Source of Finance: Self and the University of Toronto

Current Status of Project: The participant-observation method of research began in 1977-78. The research for the project is completed with the exception of some remaining follow-up work. Project completion is scheduled for the Fall of 1982. Publication of a commercial book is planned from the research results.

202. LEGITIMATION AND SOCIAL ORDER J.B. Dowling (School of Business, Queen's University)

Objects and Methods: This study is an examination of police/union interaction. A case study in a large urban police department supplied the data for the research.

Source of Finance: Canadian Police College (CPC)

Current Status of Project: The project began in 1980 and is now completed. A monograph was published by CPC and a possible journal article may result.

203. THE LETHBRIDGE STRIKE OF 1906: A STUDY OF THE RELATIONSHIP OF COAL MINERS TO THE POLITICAL, ECONOMIC AND SOCIAL ORDER W.M. Baker (Department of History, University of Lethbridge)

Objects and Methods: The objects of the research are to describe and analyze the strike and to examine the relationship of coal miners to the political, economic and social order of the society. The research methods used include analysis of original manuscripts or documents (e.g., newspapers, government records, personal papers), statistical analysis and oral tradition interviews.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: Research began in September 1977 and is scheduled to be completed in December 1983. A book and articles are planned from the research results.

204. LOCAL IMPACT OF SASKATCHEWAN'S CENTRALIZED BARGAINING IN EDUCATION
K.W. Wetzel (Department of Industrial Relations and Organizational Behavior, College of Commerce, University of Saskatchewan)

Objects and Methods: Centralized negotiations in Saskatchewan's public education were legislatively imposed in 1973. The mandatory two-tier structure involves both central and local bargaining. The focus of this study is the second tier, or local negotiations, for two reasons. First, it is evident that centralization has brought about the "professionalization" of bargaining, resulting in an increasing exclusion of local parties from direct participation. This raises numerous questions: Have labour relations skills at the local level tended to atrophy with the loss of responsibility for negotiating major issues such as wages? Are the master agreements applicable, well understood and adhered to locally? Is there need for more bargaining or a broader scope of issues at the local level? Second, little attention has thus far been paid to the impact of centralization on local parties. Since both the provincial and federal governments have encouraged movement toward broader-based bargaining, it is appropriate that the effects of emergent structures and policies be evaluated where feasible. The parties involved in Saskatchewan's education bargaining have agreed to cooperate in such a study by making available all relevant data.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: Research began in 1980

205. THE MANAGEMENT OF LABOUR: A CONCEPTUAL MODEL AND ANALYSIS OF SELECTED ASPECTS OF LABOUR RELATIONS AT THE LEVEL OF THE FIRM
T.A. Kochan (supervisor, Massachusetts Institute of Technology) and J.H. Godard (School of Business, Queen's University)

Objects and Methods: The objective is to establish the structural sources of labour market inequality in the union sector. Generally this involves developing the linkages between the structural context of the firm, the control strategies of management, and bargaining outcomes, grounded in organizational theory. A comparative multivariate analysis, employing data from a comprehensive cross-sectional survey of unionized Canadian firms (sample size = 150) is the technique used.

Source of Finance: Labour Canada

Current Status of Project: The project began in the Spring of 1979 and is expected to be completed in June 1982. The preliminary data analysis is now completed. Published material to date is Godard and Kochan, "Canadian Management under C.B.", Union Management Relations in Canada, 1982. Journal articles, and optimistically a book will be published.

206. A MICRO-ECONOMETRIC ANALYSIS OF STRIKE ACTIVITY IN CANADA
R. Swidinsky and J. Vanderkamp (Department of Economics, University of Guelph)

Objects and Methods: The objective is to isolate the causes of strikes using broad economic, firm-specific, union-specific and contract-specific explanatory variables. A regression analysis using micro-data from negotiated wage settlements was used to supply information.

Source of Finance: Labour Canada

Current Status of Project: The project began in 1979 and is now completed. An article will be appearing in the Journal of Labor Research, in 1982.

207. MODELS OF ARBITRATOR BEHAVIOR: THEORY AND EVIDENCE
O. Ashenfelter (Industrial Relations Section, Princeton University) and D. Bloom (Carnegie-Mellon University, Pittsburgh)

Objects and Methods: The object is to examine the effects of conventional and final-offer arbitration on arbitration awards and negotiated settlements. A statistical analysis of the data generated by the New Jersey arbitration statute covering police workers was undertaken to data.

Source of Finance: Industrial Relations Section, Princeton University

Current Status of Project: The project began in 1980 and is partially completed. It is expected to be completed in 1983. Journal articles are planned.

208. NEGOTIATION SURVEY K.E. McVicar (Department of Political Studies, University of Manitoba)

Objects and Methods: The object of the research is to examine members' views concerning issues in pending food sector contract negotiations. The issues included are: equal pay-males/females, working conditions, dental plan provisions and COLA and maternity benefits. A telephone poll of 732 active union members was conducted using a structured questionnaire format. A response rate of 77% was achieved.

Source of Finance: Manitoba Food and Commercial Workers Union

Current Status of Project: The research begun in January 1981 was completed in April 1981. There are no plans to publish the research results.

209. NEW COLLECTIVE BARGAINING RELATIONSHIPS T. Charron (Halifax, Nova Scotia)

Objects and Methods: The object of the research is to provide information on applications made to the Labour Relations Board in the years 1978 and 1979, for certification as bargaining agents, the disposition of these applications by the Board, and selected events occurring in the period between application for certification and the signature of a collective agreement, for those applicants who acquire certification and enter into a colllective bargaining relationship. Information is tabulated concerning the union affiliation, the industry, area, size of unit, sex and occupation of employees, bargaining unit voting percentages, time between application and certification, extent and nature of hearings, nature of employer participation in hearings.

The study also presents information setting out critical events, and the time periods involved, in the period between application for certification and signature of a collective agreement (or certification, inability to achieve an agreement after a reasonable period of time).

Source of Finance: Labour Canada contract

Current Status of Project: Research began in April 1980. The final report was completed and submitted to Labour Canada in July 1980, and is available through the library.

210. NEW COLLECTIVE BARGAINING RELATIONSHIPS A.J.K. Keylock (Keylock Consulting Ltd., Richmond, B.C.)

Objects and Methods: The object of the research is to provide information on applications made to the Labour Relations Board of British Columbia, in the years 1978 and 1979, for certification as bargaining agents, the disposition of these applications by the Board, and selected events occurring in the period between application for certification and the signature of a collective agreement, for those applicants who acquire certification and enter into a collective bargaining relationship. Information is tabulated concerning the union affiliation, the industry, area, size of unit, sex and occupation of employees, bargaining unit voting percentages, time between application and certification, extent and nature of hearings, nature of employer participation in hearings.

The study also presents information setting out critical events, and the time periods involved, in the period between application for certification and signature of a collective agreement (or certification, or inability to achieve an agreement after a reasonable period of time).

Source of Finance: Labour Canada contract

Current Status of Project: Research began in April 1980. The final report was completed and submitted to Labour Canada in January 1981, and is available through the library.

211. NEW COLLECTIVE BARGAINING RELATIONSHIPS C.T. Stapleton
(St. John's, Newfoundland)

Objects and Methods: The object of the research is to provide information on applications made to the Labour Relations Board, in the years 1978 and 1979, for certification as bargaining agents, the disposition of these applications by the Board, and selected events occurring in the period between application for certification and the signature of a collective agreement, for those applicants who acquire certification and enter into a collective bargaining relationship. Information is tabulated concerning the union affiliation, the industry, area, size of unit, sex and occupation of employees, bargaining unit voting percentages, time between application and certification, extent and nature of hearings, nature of employer participation in hearings.

The study also presents information setting out critical events, and the time periods involved, in the period between application for certification and signature of a collective agreement (or certification, or inability to achieve an agreement after a reasonable period of time).

Source of Finance: Labour Canada contract

Current Status of Project: Research began in April 1980 and the final report was completed and submitted in July 1980.

212. NEW COLLECTIVE BARGAINING RELATIONSHIPS E.M.A. Turgeon
(Fredericton, New Brunswick)

Objects and Methods: The research report provides information on applications for certification as bargaining agents received by the labour relations board during the calendar years 1978 and 1979. Information about the applications and their disposition by the board, is tabulated for exemple, the union affiliation, the industry, area, size of unit, sex and occupation of employees, bargaining unit voting percentages, time between application and certification or other decision, extent and nature of hearings, nature of employer participation in hearings, and so on.

The report also presents information setting out critical events, and the time periods involved, in the period between application for certification and signature of a collective agreement (or decertification, or inability to achieve an agreement after a reasonable period of time).

Source of Finance: Labour Canada contract

Current Status of Project: Research began in 1980. The research report was completed and submitted to Labour Canada in June 1980 and is available through the Library.

213. NEW COLLECTIVE BARGAINING RELATIONSHIPS J.S. Wrights (Edmonton, Alberta)

Objects and Methods: The object of the research is to provide information on applications made to the Labour Relations Board, in the years 1978 and 1979, for certification as bargaining agents, the disposition of these applications by the Board, and selected events occurring in the period between application for certification and the signature of a collective agreement, for those applicants who acquire certification and enter into a collective bargaining relationship. Information is tabulated concerning the union affiliation, the industry, area, size of unit, sex and occupation of employees, bargaining unit voting percentages, time between application and certification, extent and nature of hearings, nature of employer participation in hearings.

The study also presents information setting out critical events, and the time periods involved, in the period between application for certification and signature of a collective agreement (or certification, or inability to achieve an agreement after a reasonable period of time).

Source of Finance: Labour Canada contract

Current Status of Project: Research began in April 1980. The final report was completed and submitted to Labour Canada in July 1980. It is available through the Library.

214. LES OBJECTIFS D'UNE GRÈVE G. Laflamme et A. Larocque (surveillants) et F. Dufresne (Département des relations industrielles, Université Laval)

Buts et méthodes: À partir de questionnaires envoyés à des travailleurs grévistes (12 entreprises étudiées), étudier la hiérarchisation et la structuration des objectifs d'une grève.

Source de financement: le ministère du Travail du Québec

Stade actuel des travaux: commencé en mai 1981, le projet en est au stade de l'envoi des questionnaires. Les travaux doivent se terminer en juin 1982 et la publication des résultats est incertaine.

215. L'ORGANISATION DU TRAVAIL ET LES RELATIONS DE TRAVAIL DANS UNE ENTREPRISE DE L'ALIMENTATION M. Brossard et M. Simard (École des relations industrielles, Université de Montréal)

Buts et méthodes: En se fondant sur une analyse documentaire et des entrevues, étudier les relations entre l'organisation du travail et les relations de travail dans trois groupes de travail, dont un groupe semi-autonome, d'une entreprise d'alimentation.

Source de financement: Travail Canada

Stade actuel des travaux: commencée en mars 1981, la collecte des données est maintenant terminée et la fin des travaux est prévue pour décembre 1981. Les résultats seront publiés dans un rapport de recherche.

216. PRE- AND POST-INTERVENTION EFFECTS OF CONVENTIONAL AND FINAL OFFER ARBITRATION F.A. Starke (supervisor) and W.W. Notz (Faculty of Administrative Studies, University of Manitoba)

Objects and Methods: The purpose of the research is to determine the impact of conventional and final offer arbitration on the bargainers who have a settlement imposed on them by the arbitrator. A laboratory experiment will provide the data.

Source of Finance: Canada Council and University of Manitoba

Current Status of Project: The project was started in the fall of 1978 and is now completed. An article is planned to be published in December 1981 in the Academy of Management Journal.

217. PRODUCTIVITY IN THE MINERAL INDUSTRY F.R. Anton (supervisor) and graduate students (Department of Economics, University of Calgary)

Objects and Methods: The objects of the research are to examine the formal efforts made by management and labour to raise productivity within the work place in the mineral sector and to measure the trend rate of output per man hour within specific industries. Innovative techniques for improving productivity will be detailed as a guide for management and labour to follow. Methods include analysis of Statistics Canada data, interviewing and the use of questionnaire.

Source of Finance: Department of Energy, Mines and Resources

Current Status of Project: The project is being revised. Publication is planned in book or article form after extensive revisions.

218. PUBLIC SECTOR COLLECTIVE BARGAINING: CASES AND MATERIALS
K.P. Swan and C.G. Simmons (Faculty of Law, Queen's University)

Objects and Methods: The object of the research is the production of a collection of readings and cases as a student or self-teaching casebook by means of literature search and analysis, collection and annotation of statutory case and analytical material.

Source of Finance: Queen's University Centre for Industrial Relations

Current Status of Project: Research began in 1975. The project has been through several mimeograph editions. It is completed and ready for publication in casebook form by Queen's University Industrial Relations Centre in 1982.

219. PUBLIC SECTOR LABOUR RELATIONS IN THE U.S. AND CANADA J. Anderson (supervisor, Centre for Industrial Relations, University of Toronto), P. Feuille (supervisor, Institute of Labour and Industrial Relations, University of Illinois), S.B. Goldenberg (Faculty of Management, McGill University), M. Gunderson (Centre for Industrial Relations, University of Toronto), A. Ponak (Faculty of Commerce and Business Administration, University of British Columbia), K. Swan (Faculty of Law, Queen's University) and D. Lewin and H. Wheeler (c/o Centre for Industrial Relations, University of Toronto)

Objects and Methods: The objects are to compare and contrast the structure, process and outcomes of public sector labour relations in the U.S. and Canada. An eclectic mixture of research methods were used.

Source of Finance: None

Current Status of Project: Research began in the winter of 1979 and was completed in the summer of 1980. An article has been published in Industrial Relations (Laval), Vol. 19, No. 3, fall 1980.

220. QWL: EVALUATION AND MEASUREMENT D.A. Ondrack and M.G. Evans (Faculty of Management Studies, University of Toronto)

Objects and Methods: The object of the research is to survey the state of the art in program evaluation to develop evaluation models appropriate to QWL innovations and work design changes. The methods used included reviews of literature, a workshop/ conference with invited experts and field interviews with practitioners.

Source of Finance: Labour Canada

Current Status of Project: This project began in the Spring of 1979 and was completed in December 1980. A report was issued by Labour Canada in January of 1981.

221. QUALITY OF WORKING LIFE IN THE PETRO-CHEMICAL INDUSTRY
D.A. Ondrack and M.G. Evans (Faculty of Management Studies, University of Toronto)

Objects and Methods: The object of the project is to examine the degree of sociotechnical planning involved in the implementation of QWL programs at new production sites in the Petro-chemical industry using interviews and documentary examination.

Source of Finance: Canada Department of Labour

Current Status of Project: The project began in May 1978 and is now completed. Results have been published to date as follows: "The use of OD Techniques to Implement QWL Programs," AAchen, Germany, First European Forum on Organization Development, October 1978 and "A Case Study in Union-Management Cooperation to Implement a QWL Program," in H. Jain (Editor) Studies in Worker-Management Cooperation, New York, Praeger, 1980. The final report was submitted to Labour Canada in November 1981.

222. RAILWAY INDUSTRIAL RELATIONS HISTORY PROJECT T.D. Traves and P. Craven (Social Science Division, York University)

Objects and Methods: This project is a history of industrial relations in the Canadian railway industry from 1850 to 1950. It deals with the operation and not the construction of Canada's railroads. The study will examine four major problems: changes in the institutional and technological development of Canadian railway companies; the impact of such changes on the work process itself; the consequences of such changes for the development and policies of worker organizations; and the location of these three factors within the context of the Canadian political economy, with particular emphasis on the role of the Canadian state and its relations with business and labour and to the industrial relations process.

Source of Finance: Labour Canada - University Research Program grant; Social Sciences and Humanities Research Council leave fellowships.

Current Status of Project: The project started in the summer of 1978. A major paper on the 1850's was delivered in September 1981 and research is currently continuing.

223. LES RELATIONS DE TRAVAIL CHEZ AMOCO À HAWKESBURY S. Denis (coordonnateur) C. Andrew, C. Archibald et F. Caloren (Département de sciences politiques, Faculté des sciences sociales, Université d'Ottawa)

Buts et méthodes: à partir d'une étude historique et socio-économique, expliquer un conflit industriel se produisant au sein d'une collectivité de moyenne importance et à partir d'interviews, étudier la dynamique des relations entre les forces sociales à l'occasion d'un conflit industriel dans une collectivité à majorité francophone en Ontario.

Source de financement: l'Université d'Ottawa

Stade actuel des travaux: les travaux ont commencé en juin 1981 et devraient prendre fin à l'été de 1982. La première étude (historique et analytique) est terminée. Les chercheurs mènent présentement les interviews et dépouillent des documents.

224. LES RELATIONS DU GOUVERNEMENT QUÉBÉCOIS ET DES CENTRALES SYNDICALES SOUS L'ADMINISTRATION ADÉLARD GODBOUT (1939-1944) J.-G. Genest (Module d'histoire, Université du Québec)

Buts et méthodes: à partir d'une démarche empirique basée sur l'étude de documents gouvernementaux et syndicaux, sur des entrevues et des mémoires, présenter un éclairage nouveau et définitif sur l'ensemble des relations du gouvernement Godbout et des centrales syndicales et rechercher les causes de leurs relations amicales.

Source de financement: Travail Canada

Stade actuel des travaux: l'étude, commencée le 1er juillet 1981, en est au stade de la collecte des données et devrait être terminée pour le 1er juillet 1983. Les résultats seront publiés dans des articles.

225. LES RELATIONS PATRONALES-SYNDICALES AU QUÉBEC J. Boivin (surveillant, Département des relations industrielles, Université Laval) et J. Guilbault (Commission des transports de la communauté urbaine de Montréal)

Buts et méthodes: l'objet de ce travail consiste à rédiger un livre de vulgarisation sur les mécanismes régissant la négociation collective au Québec.

Source de financement: le projet d'année sabbatique de Jean Boivin, Université Laval

Stade actuel des travaux: entrepris en juin 1980, le travail est maintenant terminé et le livre sera publié par Gaétan Morin, éditeur à Chicoutimi (Québec).

226. REPORTING OF STRIKES IN THE ANNUAL REPORTS OF CANADIAN COMPANIES M. Nelson (Faculty of Business Administration, University of Windsor)

Objects and Methods: The purpose of the project is to survey the methods used in financial reporting by those firms who have experienced work stoppages from 1977-1980. Annual Reports of Canadian companies are being studied.

Source of Finance: Unknown

Current Status of Project: Research began in the summer of 1981 and the data collection phase is underway. The project is expected to be completed in the summer of 1982. Publication of an article is planned.

227. LES RÉSISTANCES DES EMPLOYÉS PROFESSIONNELS ET CADRES AUX MESURES DE TEMPS DE TRAVAIL A. Billette (surveillant) et J. Piché (Département de sociologie, Université Laval)

Buts et méthodes: à partir d'entrevues et de sondages, de questionnaires et d'analyses de contenu, analyser les résistances des employés, professionnels et cadres, aux mesures de temps de travail.

Sources de financement: CRSH; le ministère du Travail (Québec)

Stade actuel des travaux: les travaux sont en phase initiale et leur date d'achèvement prévue est juin 1983. Les résultats seront publiés sous forme d'un rapport et d'articles.

228. RESOLUTION OF DISPUTES IN THE PUBLIC SECTOR R.A. Street (School of Business, Dalhousie University)

Objects and Methods: The object of the research is to recommend acceptable and effective systems to improve collective bargaining in the public sector. The research methods used are primarily a thesis paper with research of American and Canadian experiences based on published and unpublished papers.

Source of Finance: None

Current Status of Project: The research was started in 1980. The project is almost completed and is expected to be finished in February of 1982. There are no plans for publication at this time.

229. SOUTHERN NEW BRUNSWICK CONSTRUCTION INDUSTRIAL RELATIONS H.D. Woods (Faculty of Administration, University of New Brunswick)

Objects and Methods: The object of the research is to produce a report for the Government of New Brunswick which analyses the structure, functioning, legislative framework and problem areas in construction labour relations, followed by recommendations. Comparative legislative study, interviews, conference documents and questionnaires were the methods used.

Source of Finance: Government of New Brunswick

Current Status of Project: Research began in 1978 and was published in the form of a Paperback Government of New Brunswick Report, H.D. Woods author, summer 1981, 617 pages.

230. STEREOTYPING AT THE BARGAINING TABLE D.J. Lawless (supervisor) and P. Robins (Department of Psychology, University of Manitoba)

Objects and Methods: The object of the research is to determine whether stereotypes at the bargaining table influence the outcomes of bargaining. Research methods are experimental, survey and simulated bargaining.

Source of Finance: Self

Current Status of Finance: The research is nearing completion scheduled for 1982. A Ph.D. thesis and articles will result from the research.

231. STRIKE AUTHORIZATION AND CONTRACT RATIFICATION PROCEDURES IN UNIONS COVERED BY THE CANADA LABOUR CODE Waldie, Brennan and Associates, Toronto, Ontario)

Objects and Methods: The object of the research was to conduct a personal contact survey investigation to obtain information on the extent and conduct of union strike vote authorization and contract ratification by the membership in unions with bargaining units in the federal jurisdiction. The target sample was 155 units with more than 200 employees and covering 254,000 employees altogether.

Source of Finance: Labour Canada contract

Current Status of Project: Research began in March 1981 and the final reports were completed and submitted to Labour Canada in October 1981.

232. STRIKE PATTERNS IN CANADA M. Thompson and P.J. Frost (Faculty of Commerce and Business Administration, University of British Columbia)

Objects and Methods: The object is to analyze strike incidence in Canada focussing on regional and industrial variables. Regression analysis and analysis of variance are used.

Source of Finance: B.C. Government Summer Employment Program

Current Status of Project: The project started in 1978. The data have been collected and the literature surveyed. The project is expected to be completed in 1982. Publication of a journal article is planned.

233. STRIKES IN CANADA, 1891-1958 G.S. Kealey (supervisor) and D. Cruikshank (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object is to compile a new and more complete list of strikes in Canada. Archival research is being conducted to redo Department of Labour lists. Newspaper research to add strikes missed and to take the series back to 1891 is underway.

Source of Finance: Historical Atlas of Canada

Current Status of Project: Research began in the Summer of 1980 and data assembly is almost completed. The project is expected to be finished by 1985 and will be published in the Historical Atlas of Canada, Vol. 3, University of Toronto Press.

234. UNION IMPACT ON MANAGERIAL AUTHORITY: A LEGAL VIEW J. Anderson and M. Gunderson (supervisors, Centre for Industrial Relations, University of Toronto) and K.P. Swan (Faculty of Law, Queen's University)

Objects and Methods: The object of the research is to produce an integrated chapter in a new text book on industrial relations in Canada by means of literature search and analysis of reported cases.

Source of Finance: Addison-Wesley

Current Status of Project: Research began in autumn of 1980 and has been published as Chapter 12 in Anderson and Gunderson: Union-Management Relations in Canada, Toronto: Addison-Wesley, 1982.

235. UNION-MANAGEMENT RELATIONS AND COLLECTIVE BARGAINING IN CANADA G. Saunders (Employment and Immigration Canada)

Objects and Methods: The project is a survey of the evolution, laws and practice of industrial relations in Canada. Library sources are being used.

Source of Finance: Prentice-Hall publishing

Current Status of Project: The research began in 1981 and is expected to be completed in 1982. A chapter will be published in a book on Human Resource Management.

236. THE USE OF COST/BENEFIT ANALYSIS IN LABOUR NEGOTIATIONS: A CANADIAN/U.K. COMPARISON M. Nelson (Faculty of Business Administration, University of Windsor)

Objects and Methods: The purpose of the research is to determine the extent to which firms use cost/benefit analysis in conjunction with labour negotiations in Canada and the United Kingdom. Questionnaires and interviews are used to collect data.

Source of Finance: Unknown

Current Status of Project: The project began early in 1981 and data collection and the analysis is underway. Completion is expected in late spring 1983. No publication is expected.

237. THE USE OF LABOUR-MANAGEMENT COMMITTEES AS ADVISORY BODIES TO PROVINCIAL GOVERNMENTS IN CANADA B.D. Bruce (Department of Law, University of New Brunswick)

Objects and Methods: This research project will survey the use which has been made of Labour-Management Committees in the various provinces of Canada. An historical summary of the work and operation of these Committees will be prepared as an initial step. As well, the operation of the Committees will be analyzed to determine the characteristics which have contributed to the successful functioning of the Committees. Of particular concern will be the relationship which exists between the Committee and the Provincial Department of Labour as well as the objectives which were established for the Committee. Of particular concern will be the role of the Committees in the development of new labour legislation.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: Research began in 1980.

238. VARIOUS ASPECTS OF CANADIAN STRIKE ACTIVITY E.G. Fisher (Department of Industrial and Legal Relations, University of Alberta)

Objects and Methods: The object of the project is to conduct two studies: "A Cross Jurisdictional Analysis of Strikes in Canada: 1974-80" and "An Inter-Industry Study of Strike Activity in Canada: 1974-80." Tabular and cross-tabular strike activity data plus regression analyses are the research methods employed.

Source of Finance: Labour Canada

Current Status of Project: Research began July 1, 1982 and is one-half completed. The 1974-79 data have been analyzed. The project is scheduled for completion in September 1982. Presentation of Papers at the Canadian Industrial Relations Association Annual Meetings and the publication of journal articles are planned.

239. WORKERS' PARTICIPATION IN MANAGEMENT AND ITS EFFECT ON INDUSTRIAL CONFLICT A.V. Subbarao (supervisor, Faculty of Administration, University of Ottawa)

Objects and Methods: The research is to find by means of a survey if workers' participation in management would help reduce industrial conflict.

Source of Finance: Leave fellowship of Social Sciences and Humanities Research Council

Current Status of Project: This project began in September 1980, and data is now being collected. The project is expected to be completed by May 1982. The publication of the results is planned to be in the form of a monograph.

240. WORK HUMANIZATION AND QUALITY OF WORKING LIFE Hem C. Jain (Faculty of Administration, University of New Brunswick)

Objects and Methods: The object of this study is to examine the developments in "Quality of Working Life" in Health Services in Western Europe and North America. Library research was used to gather information.

Source of Finance: Not known

Current Status of Project: The Research was begun in 1979 and was completed in 1980. It is now available as a working paper.

D.

LEGISLATION AND THE ROLE OF THE GOVERNMENT
LA LÉGISLATION ET LE RÔLE DES GOUVERNEMENTS

241. L'ACCRÉDITATION SYNDICALE AU QUÉBEC R. Blouin (Département des relations industrielles, Université Laval)

Buts et méthodes: à partir d'une analyse de la doctrine et de la jurisprudence, présenter les règles juridiques régissant l'émission d'une accréditation syndicale.

Source de financement: aucune

Stade actuel des travaux: Le calendrier des travaux va de 1978 à juin 1983 mais les recherches ont été interrompues partiellement en juin 1979 pour reprendre en juin 1982. Le dépouillement jurisprudentiel est à la dernière étape. La publication d'un volume est prévue.

242. AGRICULTURAL WAGES BOARDS: AN ALTERNATIVE TO AGRICULTURAL UNIONS AND TO STATUTORY WAGE MINIMA C.J. Bruce and W. Kerr (Department of Economics, University of Calgary)

Objects and Methods: The object is to investigate the possibility that agricultural wages boards, composed of agricultural workers and employers might be responsible for the establishment of minimum wages and working conditions in agriculture. Theoretical research methods were applied.

Source of Finance: None

Current Status of Project: The project began in 1981 and is expected to be completed in the spring of 1982. The initial collecting of data is taking place at present. Journal articles are planned.

243. L'ALIÉNATION D'ENTREPRISES - L'ACCRÉDITATION ET LES EFFETS DE SUITE: UNE ÉTUDE COMPARÉE N. Mallette (Département des sciences administratives, Université du Québec à Montréal)

Buts et méthodes: à partir d'un examen des règles juridiques et des conséquences opérationnelles de l'aliénation d'entreprises, faire une étude comparée (Canada, Québec et provinces de Common Law, États-Unis, Grande-Bretagne, France) des dispositions législatives et des règles jurisprudentielles relatives à l'effet de suite (successor rights).

Source de financement: U.Q.A.M. - Fonds institutionnel de recherche

Stade actuel des travaux: la recherche documentaire est terminée. L'ensemble des travaux devrait être achevé en 1983 et constituer une importante source documentaire. Les résultats paraîtront sous la forme d'un volume ou d'articles.

244. THE ALLY DOCTRINE - A STUDY OF THE LAW IN THE U.S. AND CANADA
M.A. Hickling (Faculty of Law, University of British Columbia)

Objects and Methods: The aim of the research is to study the Ally Doctrine in relation to picketing with particular reference to British Columbia.

Source of Finance: Social Sciences and Humanities Research Council Leave Fellowship

Current Status of Project: Research began in 1980 and the writing is currently underway. The project is expected to be completed in the Summer of 1982. Publication by Butterworths is expected.

245. APPLES AND ORANGES: COMPARABILITY AS A CRITERION IN INTEREST ARBITRATION. K.P. Swan (Faculty of Law, Queen's University)

Objects and Methods: The object of the research is to study the recent developments in the use of comparability data by the Comparability Commissions in the U.K. with a discussion of its applicability to Canadian interest arbitration models. Research methods include literature review and analysis of reported cases.

Source of Finance: None

Current Status of Project: Research began in the spring of 1980 and was published in J.M. Weiler (ed.) Measuring the Difference, Toronto, Carswell, 1981.

246. L'ARBITRAGE (POSSIBLEMENT OBLIGATOIRE) DE LA PREMIÈRE CONVENTION COLLECTIVE: UNE ÉVALUATION EMPIRIQUE N. Mallette (Département des sciences administratives, Université du Québec à Montréal)

Buts et méthodes: à partir d'un questionnaire distribué à tous les syndicats et employeurs auquels une première convention collective a été imposée par l'arbitrage, évaluer ce mécanisme de règlement des différends.

Source de financement: aucune

Stade actuel des travaux: les travaux ont commencé en mars 1981 et sont à l'étape du questionnaire. Ils devraient prendre fin en septembre 1982 et feront l'objet d'un article de revue.

247. BÂTIR LA DÉPENDANCE ÉCONOMIQUE DU QUÉBEC. ESQUISSE D'UNE CRITIQUE DE LA POLITIQUE ÉCONOMIQUE DU PARTI QUÉBÉCOIS M. Nemni (Département de sciences politiques, Université Laval)

Objects and Methods: The object of the research is to attempt to asses the theoretical orientation and the potential impact of the economic policy of the P.Q. government with a special emphasis on the relation between this economic policy and its labour policy. A systematic analysis and evaluation of pertinent public governmental documentation, such as Bâtir le Québec, as well as labour laws was undertaken.

Source of Finance: Université Laval

Current Status of Project: Research began in the summer of 1978 and was completed in the summer of 1980. An article was published in Cahiers du socialisme, No. 7.

248. BÂTIR UN SYNDICALISME D'AFFAIRES. ESQUISSE D'UNE CRITIQUE DE LA POLITIQUE SYNDICALE DU PARTI QUÉBÉCOIS M. Nemni (supervisor) with the collaboration of N. Dugas and D. Michaud (Département de sciences politiques, Université Laval)

Objects and Methods: The object of the research is to attempt to assess the theoretical foundations and the potential effect of the labour policy of the P.Q. government on the evolution of the Quebec trade union movement. The relation between economic and labour policies will be emphasized. A separate analysis of the economic policy of this government titled Bâtir la dépendance économique du Québec. Esquisse d'une critique de la politique économique du Parti Québécois, precedes this study and has been published. Systematic analysis and the evaluation of pertinent public governmental documentation with a special emphasis on labour laws were the research methods used.

Source of Finance: Université Laval

Current Status of Project: Research began in the summer of 1978 and was completed in the summer of 1980. An article has appeared in Cahiers du socialisme, No. 7.

249. BRITISH WAGES COUNCILS: CONCILIATION AND ARBITRATION IN THE ESTABLISHMENT OF MINIMUM WAGES C.J. Bruce (Department of Economics, University of Calgary)

Objects and Methods: In Britain, separate wage minima are set for each sub-occupation. These minima are established by Boards which have formal input from employers and workers. This paper asks whether it would be desirable to introduce such Boards to Canada. Theory plus materials from the British Ministry of Employment were the methods used.

Source of Finance: None

Current Status of Project: The project began in 1980 and is now completed. It has been submitted for publication. A journal article is currently in review.

250. CANADA AND THE INTERNATIONAL LABOUR ORGANIZATION K. Kaplansky (Ottawa, Ontario)

Objects and Methods: The object is to advise on Canada's role in relation to the International Labour Organization, the Department of Labour's objectives in that Organization, the priorities the said Department attaches to it and the resources that should be made available.

Source of Finance: Labour Canada

Current Status of Project: The report produced was published in 1980.

251. CANADIAN OCCUPATIONAL HEALTH AND SAFETY UPDATE C. Aykroyd (Ministry of Labour, Province of British Columbia)

Objects and Methods: The object of the research is to produce a survey article dealing with recent developments in occupational health and safety legislation, workers' compensation, right to refuse unsafe work and joint health and safety committees, etc.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: The project was completed in January 1980 and published in the Labour Research Bulletin, January 1980, Vol. 8, No. 1.

252. THE CANADIAN UNEMPLOYMENT INSURANCE PROGRAM, 1935-1980 L.A. Pal (Department of Political Science, University of Waterloo)

Objects and Methods: The project is intended to review the development and character of the Canadian unemployment insurance system from its inception to the present day. It seeks therefore to provide a description of program, and to do so in a detailed way. The other purpose is to explain its development through an analysis of political factors. The research methods used were as follows, historical review of the main source, interview data, statistical material bearing on the features and adequacy of the program.

Source of Finance: University of Waterloo Research grant

Current Status of Project: The project began in the summer of 1981 and is in its preliminary stage. It is expected to be completed in 1983. Some articles, and subsequently a book have been planned.

253. CONSUMER SERVICES STUDY G. Simmons (supervisor) and N. Littlefield (Faculty of Law, Queen's University)

Objects and Methods: The object is to research and relate the current position of the law of services and recommend various changes in the law empirical research methods among others were used.

Source of Finance: Consumer and Corporate Affairs Canada

Current Status of Project: Research began in January 1981 and was completed November 20, 1981. The research results will be published by Consumer and Corporate Affairs.

254. A CRITICAL EXAMINATION OF COMPULSORY DELAYS IN CANADIAN LABOUR LEGISLATION J.D. Misick (School of Business Administration, Dalhousie University)

Objects and Methods: The research addresses itself to an examination of the role which compulsory delays have played in Canadian labour-management relations and attempts to summarize the views of seasoned observers, interested parties and others who have commented on the advantages and disadvantages of our system. The research also includes some reference to experience in the United States where questions have been raised about the effectiveness of compulsory delays. The examination has been limited to any legislative or administrative provisions which make it mandatory that the parties to negotiations postpone strike, lock-out or other industrial action for a fixed or indefinite time period.

Source of Finance: Labour Canada contract

Current Status of Project: Research began in March 1979. The research paper was completed and submitted to Labour Canada in January 1980, and is available through the library.

255. DECISIONS AND REMEDIES IN EMPLOYMENT DISCRIMINATION CASES IN CANADA H.C. Jain (Faculty of Business, McMaster University)

Objects and Methods: The purpose is to analyze trends in employment discrimination cases decided by boards of inquiry/ tribunals and courts under the human right statutes across Canada. Seventy-four cases obtained from the Human Rights Commissions across Canada will be analyzed.

Source of Finance: Canada Employment and Immigration Commission (CEIC), Affirmative Action Division

Current Status of Project: The project began in 1980, one draft is completed at present. The project is expected to be completed in 1981. An article in a professional journal and a monograph have been planned.

256. DECISIONS OF THE SASKATCHEWAN LABOUR RELATIONS BOARD AND COURT CASES ARISING THEREFROM D. Forseth (supervisor) and L. Tappin (Policy Planning and Research Division, Saskatchewan Department of Labour)

Objects and Methods: This is a full, official text of reasons for decisions rendered by the Saskatchewan Labour Relations Board and of court cases arising therefrom with a case table and a topical index. The volume was compiled from original and complete reports of the decisions handed down by the Saskatchewan Labour Relations Board and the courts.

Source of Finance: Saskatchewan Department of Labour

Current Status of Project: The project began in 1973 and has resulted in the publication of Volume I, 1945-1954, Volume II, 1955-1964. Preparation has begun on Volume III, 1965-1974.

257. Developing Canadian Labour Law G.W. Adams (Chairman, Ontario Labour Relations Board, Toronto)

Objects and Methods: The object of the research is to produce a text of Canadian Labour Law of use to the legal profession and industrial relations practitioners. Legal research is the method used.

Source of Finance: Ontario Law Foundation

Current Status of Project: Research began in June 1981 and the raw research has been completed. The preliminary draft of the manuscript is underway. The project is expected to be completed in September 1983 with the publication of the textbook.

258. THE DEVELOPMENT OF INTEREST ARBITRATION IN THE FEDERAL PUBLIC SERVICE L.W.C.S. Barnes (Ottawa, Ontario)

Objects and Methods: The purpose of the research is to update the initial research published by the Industrial Relations Centre, Queen's University in "Interest-Arbitration in the Federal Public Service" by L.W.C.S. Barnes and L.A. Kelly, 1976. Research methods includes reviews and analysis of awards of arbitration boards, literature and interviews.

Source of Finance: None

Current Status of Project: Research began in 1976 and is ongoing, therefore no completion date has been established. Results will be published from time to time, e.g., Industrial Relations Research Report and articles.

259. DISCLOSURE OF CORPORATE INFORMATION TO TRADE UNIONS H.C. Jain (Department of Industrial Relations, University of New Brunswick)

Objects and Methods: The purpose of the research is to prepare a paper on information disclosure to labour unions for industrial relations purposes in the North American context. It examines the various arguments put forward by academics and by the major interested parties in favour of information disclosure as well as the counter arguments. Details are provided on the way any legislation relating to the subject has developed and how the legislation has worked in practice.

Source of Finance: Labour Canada contract

Current Status of Project: Research began in March 1979. The completed report was submitted to Labour Canada in February 1980, and is available through the library.

260. DISCLOSURE OF INFORMATION TO TRADE UNIONS IN BRITAIN L. Dickens (Industrial Relations Research Unit, University of Warwick, England)

Objects and Methods: This study briefly traces the history of information disclosure to trade unions in Britain and examines the various arguments which have been put forward by academics and by the major interested parties, in favour of information disclosure, as well as the counter-arguments. Some details is provided on the way the law relating to the subject has developed and an examination of the nature and operation of the present legislative provisions is made. There is also a discussion of the practical problems of limitations which have become apparent, and an attempt to assess the effects the law is having.

Source of Finance: Labour Canada

Current Status of Project: Research began in March 1979 and the research paper with the above title was published by Labour Canada in February 1980.

261. DISCUSSION PAPER ON THE EMPLOYMENT OF ADOLESCENTS AND YOUNG PERSONS G. Wright and A. Kennedy (Alberta Department of Labour, Planning and Research Branch)

Objects and Methods: The object of the research is to provide an outline of policies relating to underage employment by means of a legislation analysis and information search and analysis.

Source of Finance: Departmental Budget

Current Status of Project: The project was conducted and completed in February 1980. No publication of the results is planned.

262. THE EFFECT OF INCOMES POLICIES ON COLLECTIVE BARGAINING IN BRITAIN AND CANADA 1964-1978 R.W. Rideout (supervisor, Faculty of Laws (Labour Law) University College London, England) and B. Bilson (Faculty of Law, University of Saskatchewan)

Objects and Methods: The object of the research is to present as complete a picture as possible of reactions to and effects of statutory incomes policies before memories fade beyond reliable recall. The main sources of information were interviews with officials, trade unionists, etc. involved in the policies.

Source of Finance: Not known

Current Status of Project: Research began in 1978 and the project was completed in 1981. Publication of research results is planned.

263. ELIMINATING MANDATORY RETIREMENT: ECONOMICS AND HUMAN RIGHTS M. Gunderson and James Pesando (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The purpose of the paper is to discuss the pros and cons of the proposed policy of banning mandatory retirement. In particular, the economics and human rights issues are discussed.

Source of Finance: Self

Current Status of Project: Research begun in January 1980 is completed. It was published in Canadian Public Policy, Vol. 6, No. 2 (spring 1980,) pp. 352-360.

264. ENFORCEMENT OF OCCUPATIONAL HEALTH AND SAFETY LEGISLATION: THE ROLE OF THE INTERNAL RESPONSIBILITY SYSTEM K.E. Swinton (Faculty of Law, University of Toronto)

Objects and Methods: The purpose is to study the 1978 reforms in occupational health and safety legislation in Ontario and their interaction with collective bargaining.

Source of Finance: None

Current Status of Project: The project began in December of 1980 and is expected to be completed in November of 1981. An article in K.P. Swan and K.E. Swinton, (eds.) of the book of Studies in Labour Law, to be published by Butterworths in 1982 is planned.

265. EQUAL EMPLOYMENT ISSUES AND POLICIES IN NORTH AMERICA AND BRITAIN H.C. Jain (Faculty of Business, McMaster University) and P. Sloane (Paisely College of Technology, Paisley, Scotland)

Objects and Methods: The object is to examine anti-discrimination legislation using an interdisciplinary approach and a comparative perspective. Data from government sources and inter-disciplinary literature was used for information.

Source of Finance: Self

Current Status of Project: The project began in 1978 and it is in its final stage at present. It is expected to be completed in 1981. A book is to be published by Praeger in New York.

266. EVALUATION OF FEDERAL GOVERNMENT SUPPORT FOR LABOUR EDUCATION, 1979-80, 1980-81 D. Abbey, A. Thomas, D. MacKeracher and J. Adams (Department of Adult Education, Ontario Institute for Studies in Education)

Objects and Methods: The objective is to complete the evaluation of the first four years of the Government's participation in funding labour education in Canada. The information was collected from organizational analysis, and group and individual interviews.

Source of Finance: Labour Canada; The Canadian Labour Congress; The Canadian Conference of Teamsters

Current Status of Project: The project began in April of 1981. Its preliminary report is completed and the second report (1979-80, 1980-81) is to be delivered on December 31, 1981. The final report was published in March 1982.

267. L'ÉVALUATION LÉGISLATIVE DU RÉGIME D'ACCRÉDITATION À CARACTÈRE MAJORITAIRE AU QUÉBEC R. Blouin (surveillant) et Pierre Girouard (5935, rue McLynn, Montréal, Québec)

Buts et méthodes: à partir d'études de documents traitant de près ou de loin de l'évolution législative du régime d'accréditation au Québec, en retracer l'évolution, inventorier le prélude, retracer le débat québécois, examiner le choix de 1944, vivre l'apprentissage du "mono-pluraliste", situer le régime du monopole de 1964, ses adaptations et les remises en question dans le but de visualiser le futur.

Source de financement: aucune

Stade actuel des travaux: les travaux ont débuté en 1975 et sont terminés depuis novembre 1981. Les résultats seront publiés dans une thèse de maîtrise.

268. FEDERAL INVOLVEMENT IN POST-SECONDARY EDUCATION FOR HIGHLY QUALIFIED LABOUR D. Stager (Department of Political Economy, University of Toronto)

Objects and Methods: The purposes are to review and to evaluate the Federal Government's policies and programs for the development of highly qualified labour through the post-secondary educational system. A review of empirical studies on costs and financing of institutions and earnings of graduates, with emphasis on comparative benefit/cost analyses by type of institution and field of study, over the postwar period is the research method used.

Source of Finance: Federal Government

Current Status of Project: The project began in October 1980 and is now completed. A Technical Report was published by Employment and Immigration Canada.

269. FORMAL CONSULTATIVE INDUSTRIAL PLANNING INVOLVING INDUSTRY, GOVERNMENT AND LABOUR IN CANADA: THE TIER I / TIER II APPROACH D.H. Thain (supervisor) and M.C. Baetz (Wilfrid-Laurier University, Waterloo, Ont.)

Objects and Methods: The objective is to study an intensive and comprehensive industrial planning exercise involving Canadian industry, government and labour. Personal interviews, and telephone interviews were conducted as well, 400 participants were contacted by mailed questionnaires.

Source of Finance: Shell Canada

Current Status of Project: The project began in the fall of 1979 and was completed in the fall of 1980. Working papers, journal articles and published cases are planned.

270. THE IMPACT OF PROGRESSIVE INCOME TAXES ON BASE WAGE RATES IN CANADA D. Wilton and D.A.L. Auld (Department of Economics, University of Guelph)

Objects and Methods: The object of the research is to determine the impact of the progressive Canadian income tax system on the rate of wage inflation. An econometric analysis of wage contracts signed in Canada during the 1967-1975 period was undertaken.

Source of Finance: None

Current Status of Project: The research was initiated in 1979. The first stage is completed, resulting in the production of University of Guelph Discussion Paper 1980-(1). The data are being re-estimated and a journal length paper is expected to be published.

271. IMPACT OF PROPOSITION 13 ON PUBLIC SECTOR EMPLOYEE RELATIONS IN CALIFORNIA G. Swimmer (School of Public Administration, Carleton University)

Objects and Methods: The object of the research was to measure the impact of the property tax reduction on public employment and the collective bargaining process. A micro study (interview) of collective bargaining actors in the city and county of Los Angeles, and a cross sectional study of approximately one hundred California cities was made to find determinants of police and firefighter employment reductions after Proposition 13.

Source of Finance: Canada Council

Current Status of Project: Research began in July 1979 and is completed. Two articles have been accepted for publication by the Journal of Collective Negotiations in the Public Sector.

272. INDUSTRIAL DISEASES: CANADIAN LAW J.C. Paterson (Sun, Paterson, Brail and Busch, Barristers and Solicitors)

Objects and Methods: The purpose of the research is to provide a comprehensive historical account of the development of Canadian law on industrial diseases through Workers' Compensation Acts and policy. Primary and secondary source searches and correspondence served as sources of information.

Source of Finance: None

Current Status of Project: Research began in 1980. It is in the initial stages and is expected to be completed in 1984-85. Publication of a book is planned.

273. THE INTEGRATION BETWEEN HUMAN RIGHTS LEGISLATION AND LABOUR LAW K.E. Swinton and K.P. Swan (Faculty of Law, Queen's University)

Objects and Methods: The object of the research is to study the interaction on the legal, institutional and practical levels of the provision of multiple forums for the resolution of disputes involving allegations of discrimination. Research methods include the collection of and analysis of cases, awards, statutory materials and secondary writings.

Source of Finance: None

Current Status of Project: Research began in the spring of 1981 and will be published as a chapter in Swan and Swinton (eds.), Studies in Canadian Labour Law, Toronto; Butterworths, summer 1982.

274. THE INTERACTION BETWEEN HUMAN RIGHTS LEGISLATION AND LABOUR LAW K.E. Swinton (Faculty of Law, University of Toronto) and K.P. Swan (Faculty of Law, Queen's University)

Objects and Methods: The aim is to study the interaction between human rights legislation prohibiting discrimination in employment and arbitration awards and court proceedings involving discrimination issues.

Source of Finance: None

Current Status of Project: Research began in January 1981 and is now completed. An article in K.P. Swan and K.E. Swinton (eds.) Studies in Labour Law is to be published by Butterworths in 1982.

275. INTEREST ARBITRATION AND WAGE INFLATION IN THE FEDERAL PUBLIC SERVICE G. Saunders (Employment and Immigration Canada)

Objects and Methods: The object of the research is to estimate the effects of interest arbitration on wage settlements in the Federal Public Service since the inception of collective bargaining in 1967. A literature survey plus statistical (principally correlation) analysis were the methods used.

Source of Finance: Centre for the Study of Inflation and Productivity, Economic Council of Canada

Current Status of Project: Research began in 1979 and is completed. Discussion Paper No. 162 was published by the Economic Council of Canada.

276. LABOUR PARTIES, LABOUR UNIONS, AND LABOUR LAWS R. Simeon (supervisor, Department of Political Studies, Queen's University) and I. Stewart (Department of Political Science, University of British Columbia)

Objects and Methods: The object is to compare labour legislation in B.C. between 1972 and 1975 to labour legislation in Manitoba between 1969 and 1973. Secondary sources, statutory analysis, and interviews supplied data.

Source of Finance: 1977-79 Social Sciences and Humanities Research Council

Current Status of Project: The project began in 1977 and is expected to be completed in January 1982. It is in its final draft at present. No plans have been made as to publication.

277. LEGISLATIVE PROVISION FOR THE COMPULSORY CHECK-OFF OF UNION DUES AND AGENCY FEES: A REVIEW OF THE ISSUE M. Lascelles (Economics and Industrial Relations Research Branch, Labour Canada)

Objects and Methods: As part of a series of studies directed toward fulfilling the responsibility of reviewing policy pertaining to the Canada Labour Code Parts III and V research was conducted on the subject of the check-off of union dues in the Canadian industrial relations context. The resulting discussion paper provides a summary of the current legislative provisions for the check-off of union dues across Canada, and of the check-off provisions in major collective agreements. Views of the major parties of interest are noted, and the arguments for and against compulsory check-off provisions are reviewed.

Source of Finance: Labour Canada

Current Status of Project: A discussion paper bearing the above title was published in October 1980 and is available from Labour Canada.

278. LES LICENCIEMENTS COLLECTIFS ET LES COMITÉS DE RECLASSEMENTS AU QUÉBEC, ÉTUDE EN SEPT VOLETS B. Brody (supervisor) and graduate students and research assistants (École de relations industrielles, Université de Montréal)

Objects and Methods: The object of the research is to discover the effect of manpower adjustment committees on the readjustment of mass layoffs. Research methods used include questionnaires, interviews, medial regression and comparative study.

Source of Finance: University of Montréal

Current Status of Project: Research began in 1980 and is in the early stages due to needed funding. It is hoped to be completed in 1983. Numerous publications are expected from the research results.

279. MANDATORY CHANGES IN BARGAINING STRUCTURE K. Strand (Department of Economics, Simon Fraser University)

Objects and Methods: The purpose is to assess the impact of S57 of the B.C. Labour Code. Interviews and analysis of legal decisions will aid in the research.

Source of Finance: Self

Current Status of Project: The project began in September 1980 and is virtually completed. It will be completed in January of 82. A journal article is planned.

280. UNE NOTION DE CAUSE JUSTE ET SUFFISANTE À CONGÉDIEMENT R. Blouin (Département des relations industrielles, Université Laval)

Buts et méthodes: à partir d'une analyse des principales décisions des tribunaux, étudier les règles jurisprudentielles précisant la notion de cause juste et suffisante à renvoi disciplinaire.

Source de financement: aucune

Stade actuel des travaux: les travaux ont débuté en juin 1981 et sont maintenant terminés. Un article paraîtra dans la revue du Barreau.

281. PENSION PLANS IN CANADA L. Ascah (Département d'Économie, Université de Sherbrooke)

Objects and Methods: The objective is to examine, compare and evaluate the different proposals for pension reform in Canada by means of a review and analysis of literature.

Source of Finance: Self

Current Status of Project: This project began in 1976 and is ongoing. Various publications have resulted from portions of the research and different elements will be finished at different times. Publication of articles is anticipated.

282. UN PRÉCIS DE DROIT DU TRAVAIL R.-P. Gagnon, L. LeBel et P. Verge (Faculté de droit, Université Laval)

Buts et méthodes: recherche juridique de type classique visant à présenter méthodiquement les principales règles de droit régissant l'obtention et l'exécution du travail subordonnée au Québec.

Source de financement: aucune

Stade actuel des travaux: un livre est en train d'être rédigé et les travaux seront terminés à l'automne 1982.

283. REVIEW OF NEW BRUNSWICK OCCUPATIONAL HEALTH AND SAFETY ACT AND REGULATIONS B. Whitfield (supervisor, Program Manager, Administration and Research) New Brunswick Occupational Health and Safety Commission, Legislation and Regulation Sub-Committee (B.J. Walker, Chairman; Ed Levert and Alan Young, members) and L. West (secretary to the Sub-Committee)

Objects and Methods: The object of the research is to review and revise New Brunswick's Occupational Health and Safety Act and Regulations. Comparative analysis of other jurisdictions inside and outside Canada and written briefs and hearings documentation are the research methods used.

Source of Finance: New Brunswick Occupational Health and Safety Commission

Current Status of Project: Research began in June 1981 and is expected to be completed in the spring of 1982. At present submissions are being reviewed and hearings are being held. There is no publication of research results planned.

284. SHAPES OF POWER: THE ONTARIO LABOUR RELATIONS BOARD 1944-50 I. Abella (supervisor) and F.D. Millar (History Department, University of Winnipeg)

Objects and Methods: The manuscript contains chapters on federal-provincial labour policies from 1934-48, the Ontario Labour Court and the 1943 National War Labour Board Inquiry and examines Ontario administration in the 1950's. Archival documents; oral inerviews, "options" analysis of the legislative and administrative process and a comparison of laws with actual conditions among union and non-union workers were the research methods used.

Source of Finance: Self

Current Status of Project: Research began in 1974 and was completed in June 1981. The University of Toronto Press is reviewing the manuscript with a view to publication as a book.

285. STATE AND UNEMPLOYMENT IN NORTH AMERICA U. Sautter (Department of History, University of Windsor)

Objects and Methods: The objects of the study are to clarify the reasons why the state assumes the major role in combatting unemployment as well as to trace the historical stages. Literary sources, personal papers and an interpretation of administrative sources are the methods used.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: This program started in 1977. It is now well advanced. It is expected to be completed by 1983. Articles and a book have been planned from the research.

286. STATUS QUO CLAUSES L. McGrady (Faculty of Law, University of British Columbia)

Objects and Methods: The object of the project is to canvass the applicable authorities and legal principles relating to status quo or conditions prevailing clauses. The intention is to develop a clause that can be negotiated in collective agreements that protects trade unionists from some of the problems created by the

"work now grieve later" principle. Research methods used are a canvass of court cases, Labour Relations Board decisions, and arbitration awards, as well as discussions with trade union negotiators.

Source of Finance: Self

Current Status of Project: The research was started in August of 1980. It is now completed and publication is in the form of a continuing legal education society publication.

287. STUDIES IN CANADIAN LABOUR LAW K.P. Swan and K.E. Swinton (supervisors) and G. Adams, D. Beatty, D.D. Carter, J.E. Dorsey, G. England, R.M. Brown and P. Verge (Faculty of Law, Queen's University)

Objects and Methods: This research project is a collection of essays by academics and administrators on recent developments in labour law. Essays were commissioned and written by individual authors.

Source of Finance: Butterworths

Current Status of Project: Research began in January 1981 and is completed and in the final editing stages. It will be published as Swan and Swinton, (eds.) Studies in Canadian Labour Law, Toronto: Butterworths, summer 1982.

288. THE SUPREME COURT AND JUDICIAL REVIEW OF LABOUR ARBITRATION K.E. Swinton (supervisor) and K.P. Swan (Faculty of Law, Queen's University)

Objects and Methods: The object of the research is to study the recent Supreme Court of Canada decisions and their impact on the scope of judicial review of arbitration decisions. Case analysis and literature analysis are the research methods used.

Source of Finance: Faculty of Law, Queen's University

Current Status of Project: Research began in June 1981 and is completed. It will appear as a chapter in Swan and Swinton (eds.) Studies in Canadian Labour Law, Toronto: Butterworths, summer 1982.

289. TERMINATION OF EMPLOYMENT IN CANADA B.L. Adell and D.D. Carter (Faculty of Law, Queen's University)

Objects and Methods: The research will result in the preparation of a report on the law of employment termination in Canada for the 1982 Congress of International Society for Labour Law and Social Security.

Source of Finance: Not known

Current Status of Project: Research began in the Summer of 1981 and will be completed in January 1981. Publication of the research will appear in the Proceedings of the above Congress.

290. THIRD-PARTY INTERVENTION IN DISPUTES IN EDUCATION P.J. Husby (Department of Administration and Foundations, University of Manitoba)

Objects and Methods: The purposes of the project are to survey the present status of conciliation, arbitration and other third-party intervention strategies affecting teachers, school boards and pupils and to anticipate possible effects of new provisions in the Canadian Constitutional Proposal for these areas. Research methods combined a survey of statutes in Canadian provinces; an examination of the effects of U.S. judicial interpretation of "due process of law" provisions in the U.S. Bill of Rights that have affected teachers, boards and students and the possible implications for Canadian education.

Source of Finance: None

Current Status of Project: The research has been ongoing but was completed in the summer of 1981. The results will be presented at the Conference of NCPEA in San Marcos, Texas in August 1982.

291. TRADE UNION LAW L. McGrady (Faculty of Law, University of British Columbia)

Objects and Methods: The object of the research is to produce a bimonthly publication on important developments in British Columbia and Canadian labour law for trade unionists.

Source of Finance: Not known

Current Status of Project: As stated above, a bimonthly publication of important developments is published.

292. UNEMPLOYMENT INSURANCE AND DIRECT JOB CREATION C. Carmody (supervisor) and C. Mayne (P.E.I. Department of Labour, Research and Planning)

Objects and Methods: The object is to determine the unemployment rates in various Prince Edward Island communities and to identify possible methods of direct job creation. An analysis of CEIC data on the number of unemployed by community was carried out.

Source of Finance: P.E.I. Department of Labour

Current Status of Project: The project began in October 1980 and is now completed. There is no plan for publication of research results.

293. UNION ACCESS TO EMPLOYER DOCUMENTS L. McGrady (Faculty of Law, University of British Columbia)

Objects and Methods: The objects of the research are to examine the implications of freedom of information legislation in Canada and elsewhere for trade union access to corporate documents and to consider generally, union access to corporate documents. The methods used are review of legal publications, relevant draft legislation, legislation, decisions and awards on access to documents, and interviews with trade union negotiators.

Source of Finance: Self

Current Status of Project: The research was started in September 1981 and is in its initial stages. It is expected to be completed in June 1982. Publication has been planned although the form is uncertain.

294. UNION RECOGNITION IN CANADA D.D. Carter and J.W. Woon (Faculty of Law, Queen's University)

Objects and Methods: The object of the research is to describe and measure the extent of union-management conflict occurring at certain critical points during the establishment of the collective bargaining relationship. Research methods used include analysis of statistical information and individuals case study.

Source of Finance: Labour Canada

Current Status of Project: Research began in May 1980 and is completed. It was published by and is available from Labour Canada, March 1981.

295. UNJUST DISMISSALS - SECTION 61.5 OF THE CANADA LABOUR CODE G. Simmons (Faculty of Law, Queen's University)

Objects and Methods: The object of the research is to reveal the development of adjudicative decisions under Section 61.5 since inception in 1978. Mainly adjudicative decisions that have been released to date along with court decisions are the research methods used.

Source of Finance: None

Current Status of Project: Research began in the summer of 1981 and will be completed by the end of 1981. Research results will be published and included in Lectures of the Law Society of Upper Canada, Continuing Legal Education Program.

Source of Finance: Not known

Current Status of Project: Research began in the Summer of 1981 and will be completed in January 1981. Publication of the research will appear in the Proceedings of the above Congress.

290. THIRD-PARTY INTERVENTION IN DISPUTES IN EDUCATION P.J. Husby (Department of Administration and Foundations, University of Manitoba)

Objects and Methods: The purposes of the project are to survey the present status of conciliation, arbitration and other third-party intervention strategies affecting teachers, school boards and pupils and to anticipate possible effects of new provisions in the Canadian Constitutional Proposal for these areas. Research methods combined a survey of statutes in Canadian provinces; an examination of the effects of U.S. judicial interpretation of "due process of law" provisions in the U.S. Bill of Rights that have affected teachers, boards and students and the possible implications for Canadian education.

Source of Finance: None

Current Status of Project: The research has been ongoing but was completed in the summer of 1981. The results will be presented at the Conference of NCPEA in San Marcos, Texas in August 1982.

291. TRADE UNION LAW L. McGrady (Faculty of Law, University of British Columbia)

Objects and Methods: The object of the research is to produce a bimonthly publication on important developments in British Columbia and Canadian labour law for trade unionists.

Source of Finance: Not known

Current Status of Project: As stated above, a bimonthly publication of important developments is published.

292. UNEMPLOYMENT INSURANCE AND DIRECT JOB CREATION C. Carmody (supervisor) and C. Mayne (P.E.I. Department of Labour, Research and Planning)

Objects and Methods: The object is to determine the unemployment rates in various Prince Edward Island communities and to identify possible methods of direct job creation. An analysis of CEIC data on the number of unemployed by community was carried out.

Source of Finance: P.E.I. Department of Labour

Current Status of Project: The project began in October 1980 and is now completed. There is no plan for publication of research results.

293. UNION ACCESS TO EMPLOYER DOCUMENTS L. McGrady (Faculty of Law, University of British Columbia)

Objects and Methods: The objects of the research are to examine the implications of freedom of information legislation in Canada and elsewhere for trade union access to corporate documents and to consider generally, union access to corporate documents. The methods used are review of legal publications, relevant draft legislation, legislation, decisions and awards on access to documents, and interviews with trade union negotiators.

Source of Finance: Self

Current Status of Project: The research was started in September 1981 and is in its initial stages. It is expected to be completed in June 1982. Publication has been planned although the form is uncertain.

294. UNION RECOGNITION IN CANADA D.D. Carter and J.W. Woon (Faculty of Law, Queen's University)

Objects and Methods: The object of the research is to describe and measure the extent of union-management conflict occurring at certain critical points during the establishment of the collective bargaining relationship. Research methods used include analysis of statistical information and individuals case study.

Source of Finance: Labour Canada

Current Status of Project: Research began in May 1980 and is completed. It was published by and is available from Labour Canada, March 1981.

295. UNJUST DISMISSALS - SECTION 61.5 OF THE CANADA LABOUR CODE G. Simmons (Faculty of Law, Queen's University)

Objects and Methods: The object of the research is to reveal the development of adjudicative decisions under Section 61.5 since inception in 1978. Mainly adjudicative decisions that have been released to date along with court decisions are the research methods used.

Source of Finance: None

Current Status of Project: Research began in the summer of 1981 and will be completed by the end of 1981. Research results will be published and included in Lectures of the Law Society of Upper Canada, Continuing Legal Education Program.

296. WORK AND WORKERS' COMPENSATION IN BRITISH COLUMBIA PRISONS Law Foundation of British Columbia (supervisor) and J.C. Paterson (Sun, Paterson, Brail and Busch, Barristers and Solicitors, Vancouver, B.C.)

Objects and Methods: The object is to outline the legal and administrative framework for work activities and the application of workers compensation with Federal and Provincial penal institutions in British Columbia. The methods used include a review of primary and secondary documentory sources as well as interviews with prison staff and prisoners and the analysis of relevant economic, legal and medical source material.

Source of Finance: Law Foundation of British Columbia

Current Status of Project: Research for the project was begun in 1978 and it is expected to be completed in 1982. Publication of the results is planned in the form of a monograph and articles.

297. WORKERS' COMPENSATION T.G. Ison (Osgoode Hall Law School, York University)

Objects and Methods: The object is a legal text on the law relating to Workers' Compensation in Canada. The research methods used were library research, experience, reviews of Workers' Compensation Board documents, correspondence and interviews.

Source of Finance: Butterworths

Current Status of Project: The project began in 1980 and is nearing completion. It is expected to be completed in January 1982. A title in Butterworths "Laws of Canada" is the expected publication.

298. WRONGFUL DISMISSAL UNDER THE CANADA LABOUR CODE M.A. Hickling (supervisor) and D. Masuhara (Faculty of Law, University of British Columbia)

Objects and Methods: This project is a study of the wrongful dismissal provisions from inception to date. An analysis of debates, decisions, etc. in light of common law and arbitral jurisprudence are the research methods.

Source of Finance: None

Current Status of Project: Research began in September 1981 and will be completed in January 1982. Publication is planned as a C.L.E. paper in June 1982.

299. YOUTH UNEMPLOYMENT AND PUBLIC POLICY IN ONTARIO M. Gunderson
(Centre for Industrial Relations, University of Toronto)

Objects and Methods: The purpose of the report is to analyze the problem of youth unemployment with particular reference to the various policies (wage subsidies, job creation, training, information) that have been utilized to deal with the problem. The research methods used were literature review, basic statistical analysis and the application of basic theoretical principles.

Source of Finance: Ontario Economic Council

Current Status of Project: Research begun in January 1980 is completed. The report was published as an Ontario Economic Council Discussion paper, 1981 (64 pages).

E.

WAGES AND OTHER COMPENSATION
LES SALAIRES ET LES AUTRES INDEMNITÉS

300. ACTUAL RECRUITING RATES FOR 1981 UNIVERSITY AND COMMUNITY COLLEGE GRADUATES J. Sadler (supervisor), D. Tansley et J. Parton (Pay Research Bureau, Public Service Staff Relations Board)

Objects and Methods: The report presents actual recruiting rates for university and community college graduates. It is a companion study for the report on anticipated recruiting rates. The method of research is telephone interviews with compensation personnel in Canada.

Source of Finance: Public Service Staff Relations Board

Current Status of Project: The research was started in June of 1981. It is now completed and published in English and French as Report No. 140-81 of the Board.

301. ANALYSIS OF FEDERAL PUBLIC SERVICE COLLECTIVE AGREEMENTS, JANUARY 1981 F. Quinet (supervisor) and L. Sarramegna (Pay Research Bureau, Public Service Staff Relations Board)

Objects and Methods: The study is aimed at providing detailed information on the substance and incidence of clauses contained in Federal Public Service collective agreements. The study is based on an agreement coding system specifically designed for provisions contained in Federal Public Service agreements. It is published on an annual basis.

Source of Finance: Pay Research Bureau, Public Service Staff Relations Board

Current Status of Project: The research began in 1981 and has been completed in English and French. Pay Research Bureau Report No. 130-81 was published in June 1981.

302. THE ANALYSIS OF WAGE STRUCTURE W. Simpson (Department of Economics, University of Manitoba)

Objects and Methods: The objects of the research are to investigate the determinants of wage structure, emphasizing the interaction of demand and supply, to assist in the evaluation of manpower policy. The research to date has been theoretical, using the concept of hedonic prince indices and empirical.

Source of Finance: None

Current Status of Project: The research was initiated in 1978. Analysis of the Labour Canada Wages Survey is in progress. There is no projected completion date. Publication in an academic journal is planned.

303. ANTICIPATED RECRUITING RATES FOR 1982 UNIVERSITY AND COMMUNITY COLLEGE GRADUATES J. Sadler (supervisor) and K. Wilder (Pay Research Bureau, Public Service Staff Relations Board)

Objects and Methods: The report presents the anticipated recruiting rates and requirements for university and community college graduates. The research method used is telephone interviews with compensation personnel in Canada.

Source of Finance: Public Service Staff Relations Board

Current Status of Project: The research was started in October of 1981. It is now completed and was published in English and French as Report No. 141-81 of the Board.

304. BENEFITS AND WORKING CONDITIONS IN THE PUBLIC SERVICE OF CANADA W.K. Derraugh (supervisor), D. Lafferière and J. Walsh (Pay Research Bureau, Public Service Staff Relations Board)

Objects and Methods: The report presents information on the benefits and working conditions in the Public Service of Canada. The research involved an examination and analysis of collective agreements, legislation and regulations governing employees in the Public Service of Canada.

Source of Finance: Public Service Staff Relations Board

Current Status of Project: The research was started in June of 1981 and is now completed. It has been published in English and French as Report No. 123-81 of the Board.

305. CANADA - U.S WAGE AND BENEFIT UPDATE M. Daniel (supervisor) and C. Sinclair (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The object is to examine the earning differentials between Canada and the United States over the period 1978 to 1981. The earnings and employee benefits costs for Canada and the U.S. were analyzed for various industries.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: The project began in September of 1981 and is now in progress. It is expected to be completed in February of 1982. An Executive Bulletin of the Conference Board is planned.

306. CANADIAN DIRECTORSHIP PRACTICES: COMPENSATION 1980 J.G. Frank (supervisor), S.L. McLean and W.E.A. Robinson (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The object is to provide statistical information on fees and retainers paid to members of boards of directors for regular board service and service on committees of the board, for expense reimbursement, and for other benefits received by directors in Canada. The report is the biennial update of the earlier, "Canadian Directorship Practices: Compensation 1978. A survey of 400 Canadian organizations in August 1980 supplied the data.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: The project began in the summer of 1980 and was completed in May of 1981. The research was published by the Conference Board of Canada as Canadian Study No. 68.

307. CENTURY OF EARNINGS: A STUDY OF REAL WAGES AND EARNINGS BY SEX AND OCCUPATION, IN ONTARIO 1880-1980 F.D. Millar (History Department, University of Winnipeg)

Objects and Methods: The objects of the research are to show trends in income by sex, occupation and industry in one region; and to suggest where further research is needed on the impact on union formation, social class, discrimination and politics; and to show causes. Data are compiled for the Census, labour biographies, union sources and Workmen's Compensation Board. These sources are separately tabulated because not all data are reliable or compatible due to definition of occupation or not segregated by group. Computerization of data is planned.

Source of Finance: Self

Current Status of Project: Research began in 1970 and to date a draft article and graphs for each sex and occupation have been completed. An article will appear in a forthcoming Histoire Sociale and a book is also planned for 1983.

308. CLOSING THE WAGE GAP/EQUAL PAY FOR EQUAL VALUE Branch Director (supervisor) and P. Van Dyne (Program Services Branch, Ministry of Labour, Province of British Columbia)

Objects and Methods: The object of the research is to outline and discuss the effectiveness of various means toward closing the wage gap, i.e., collective bargaining, changing occupational structure, the use of job evaluation. A literature review and interviews are the research methods being used.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: Research began in the summer of 1981 and the first draft is being written. It is expected to be completed in the Spring of 1982. The results may be published in the Ministry's Labour Research Bulletin.

309. A COMPARISON OF TEACHER SALARIES IN BRITISH COLUMBIA'S PUBLIC AND INDEPENDENT ELEMENTARY AND SECONDARY SCHOOLS S.T. Easton (Department of Economics, Simon Fraser University)

Objects and Methods: The object is to make a comparison of the teacher salaries in British Columbia's public and independent elementary and secondary schools. The human capital theory and multiple regression techniques were applied.

Source of Finance: Center for Research on Private Education

Current Status of Project: The project began in 1980. The final report is scheduled for December of 1981. The planned publication is a research paper sponsored by the Center for Research on Private Education.

310. THE COMPENSATION DATA SOURCEBOOK - 1980 J.G. Frank (supervisor) and L. Julien (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The purpose of the project is to present a compendium of existing sources of compensation, benefit and related data in Canada, that is a survey of surveys. The Sourcebook contains descriptions of 37 major surveys of pay and other remuneration. An objective evaluation of each survey using a fixed set of criteria was carried out.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: Research was initiated in the spring of 1979 and was completed in June 1980. The results have been published in the form of a Special Publication by the Conference Board of Canada.

311. THE COMPENSATION DATA SOURCEBOOK - 1981 J.G. Frank (supervisor) and R. DuBroy (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The object is to present an updated compendium of existing sources of compensation, benefit and related data in Canada, in effect a survey of surveys. The new Sourcebook contains descriptions of 45 major surveys of pay and other remuneration. An objective evaluation of each survey using a fixed set of criteria was used to collect data.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: The research began in January 1981 and was completed in November of 1981. A special document is now in publication by the Conference Board of Canada.

312. THE COMPENSATION DECISIONS OF THE ANTI-INFLATION BOARD: AN EMPIRICAL ANALYSIS D.K. Foot and D.J. Poirier (Institute for Policy Analysis and Department of Political Economy, University of Toronto)

Objects and Methods: This research explores the determinants of the compensation decisions of the Anti-Inflation Board. These decisions were constrained to lie within the interval set by the relevant guideline for the group and the settlement negotiated by the parties inclusively. The findings suggest that these decisions appear to have been administered relatively evenly over all groups over the period examined. The decision process is conceived as a two-stage process and appropriate econometric techniques are used to estimate the relevant decision equations.

Source of Finance: Anti-Inflation Board

Current Status of Project: Research began in the fall of 1977 and was completed in 1979. An Anti-Inflation Board Research Monograph (88 pages) is available.

313. COMPENSATION OF POLICE AND FIRE SERVICES M. Thompson (ed., Faculty of Commerce and Business Administration, University of British Columbia), G. Swimmer (ed., School of Public Administration, Carleton University) and E.G. Fisher (Department of Industrial and Legal Relations, University of Alberta)

Objects and Methods: The objects of the research are to look into the police-fire wage parity controversy both in terms of arbitral jurisprudence and its nature and extent and to investigate empirically, determinants of police and firefighters' salaries. Content analysis of collective agreements, interviews, survey questionnaires and regression analysis of data are the research methods used.

Source of Finance: Institute for Research on Public Policy

Current Status of Project: Research began in October 1981 and is one-third completed. It is scheduled for completion in the summer of 1982. The research results will be published as a chapter in the book, Public Sector Labour Relations - Will It Survive the 80's?

314. THE CONDITION OF WORK AND REMUNERATION OF YOUNG WORKERS IN INDUSTRIALIZED COUNTRIES: CANADA M. Gunderson (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The purpose of the research is to analyze the conditions of work and remuneration of young workers in Canada with particular emphasis on the recent past and the expected future. Literature review, basic descriptive analysis and the application of basic theoretical principles were the research methods used.

Source of Finance: International Labour Organization

Current Status of Project: The research began in 1981 and is completed. A report was submitted to the funding organization.

315. CONTROL AND DECONTROL OF WAGES IN THE U.S.: AN EMPIRICAL ANALYSIS F. Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: This project provides an estimate of the effects of the Kennedy/Johnson guidelines and the Nixon controls on wage settlements in the United States. The rotation hypothesis is used to explain why some periods were more effective than others.

Source of Finance: Not known

Current Status of Project: An article by the above title was published in American Economic Review, Vol. 71, March 1981, pp. 108-20.

316. LA DÉTERMINATION DES MODES DE RÉMUNÉRATION POUR LES PROFESSIONNELS DE LA SANTÉ AU QUÉBEC A.-P. Contandriopoulos (Département d'administration de la santé, Université de Montréal)

Buts et méthodes: évaluer comment le système de soins actuel atteint ses objectifs et déterminer dans quelle mesure les modes de rémunération contribuent à expliquer la situation actuelle.

Source de financement: le ministère des Affaires sociales du Québec

Stade actuel des travaux: les travaux ont débuté en 1979 et le rapport final a été soumis au Comité sur la rémunération des professionnels de la santé du ministère des Affaires sociales du Québec en juin 1980.

317. LA DÉTERMINATION DES SALAIRES DANS LE SECTEUR PUBLIC: LA POLITIQUE SALARIALE SYNDICALE L. Roback (Directeur de thèse, École de relations industrielles, Université de Montréal) et A. Beaucage (Département d'administration, Université du Québec à Hull)

Buts et méthodes: il s'agit d'une thèse de doctorat dont l'objectif est de vérifier l'importance de certaines variables socio-politiques (idéologie et homogénéité de l'unité de négociation) sur l'élaboration de la politique salariale syndicale dans le secteur public. L'auteur entend procéder à l'étude des cas des négociations du secteur public québécois de 1975-1976 et 1971-1972 (e.g., Fronts communs).

Source de financement: F.I.R., l'Université du Québec, Hull

Stade actuel des travaux: la thèse a été déposée à la fin août 1981. Un article est en préparation directement relié au sujet de la thèse.

318. THE DISEMPLOYMENT EFFECT OF A MINIMUM WAGE RATE S. Sharir and M. Haden (Department of Economics, University of Alberta)

Objects and Methods: The object is to develop a model in which the impact of a minimum wage rates on hours per worker and the number of workers can be deduced, and to test it. The model provides a new dimension to the disemployment effect and can explain the popularity of minimum wage rates. The model will be suitable to explain the impact of the minimum wage rate legislation, union affected wage rate and equal pay legislation. Time series data of the hotel industry in Alberta is used to test the short- and long-run hypotheses of the model.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: The project began in September 1978 and is expected to be completed in the summer of 1982. A paper containing the theoretical model entitled, "More on the Disemployment Effect of a Minimum Wage Rate" appeared as a Research paper No. 80-12 in the Department of Economics, University of Alberta series. It is also available in the Labour Canada library. Empirical tests are now being performed by Michael Haden, an honour student in the Economics department. Publication of a journal article is planned as well as a presentation at a conference.

319. THE EFFECT OF THE AGE COMPOSITION OF THE LABOUR FORCE ON THE MALE EARNINGS DISTRIBUTION IN CANADA M.D. Dooley (Department of Economics, McMaster University)

Objects and Methods: The aim is to assess the effect of changing age structure of the Canadian Labour Force on various aspects of the male earnings distribution including relative wages of young to old; the relative dispersion of the earnings distribution; etc. Data to be used include the Survey of Consumer Finances and possibly Census data.

Source of Finance: Arts Research Board of McMaster University

Current Status of Project: The project began on November 1, 1981. It is in the preliminary stages at present and is expected to be completed November 1, 1982. One or more journal articles are planned.

320. LES EFFETS DES HORAIRES COMPRIMÉS À LA COMPAGNIE ALCAN R. Boulard (surveillant) et L. Cormier (Département des relations industrielles, Université Laval)

Buts et méthodes: l'étude vise à mesurer les différents impacts de l'horaire de travail suivant: 12 heures par jour, trois jours consécutifs, suivis de trois jours de repos. L'étude utilisera un schème expérimental classique: mesure avant et après dans un groupe expérimental de 60 employés et un groupe-contrôle de même envergure.

Source de financement: l'Alcan

Stade actuel des travaux: Le travail commencé en novembre 1981 est au stade de la compilation des données et devrait être terminé en mai 1982. Un rapport résumant les conclusions sera remis à la compagnie.

321. EMPLOYEE BENEFITS AND WORKING CONDITIONS IN CANADA, 1980 C. Henderson (supervisor), G. Bluteau and G. Laroche (Pay Research Bureau, Public Service Staff Relations Board)

Objects and Methods: The publication presents for general readership, highlights of studies on the prevalence, characteristics and expenditures pertaining to employee benefits and working conditions undertaken by the Bureau in organizations outside the Public Service of Canada. An examination and analysis of the Bureau's January 1980 survey on Benefits and Working Conditions outside the Public Service of Canada was the research method used.

Source of Finance: Pay Research Bureau, Public Service Staff Relations Board

Current Status of Project: The project started in November 1980 and was completed in March 1981. It is published Report No. 122-80 in English and French.

322. UNE ENQUÊTE AUPRÈS DES MÉDECINS M.-A. Fournier (surveillant), A.-P. Contandriopoulos et R. Pineault (Département d'administration de la santé, Université de Montréal)

Buts et méthodes: à partir d'un sondage téléphonique auprès des médecins du Québec, connaître l'opinion des médecins sur 1) un éventuel changement du mode de rémunération et l'impact qu'il pourrait avoir sur leur profil de pratique; 2) leur disponibilité à aller exercer dans des régions éloignées, les motifs de leur refus s'il y a lieu, et les incitatifs qui les amèneraient à y aller.

Source de financement: aucune

Stade actuel des travaux: les travaux ont débuté en octobre 1981 et devaient être terminés pour le 15 février 1982. Les résultats seront publiés sous la forme d'un rapport et d'articles.

323. EQUAL PAY: A COMPARATIVE ANALYSIS OF RESEARCH EVIDENCE AND PUBLIC POLICY IN CANADA? THE U.S. AND BRITAIN N.C. Agarwal (Personnel and Industrial Relations, Faculty of Business, McMaster University)

Objects and Methods: The objective is to compare the trends in male-female pay differentials, equal pay legislation and court decisions in the three countries. Qualitative and analytical methods were applied.

Source of Finance: Labour Studies Program, McMaster University

Current Status of Project: The project began in July 1980 and was completed in September 1981. A working paper and a journal article have been planned.

324. ESTIMATION OF WAGE-BENEFIT TRADE-OFFS IN COLLECTIVE AGREEMENTS M. Gunderson and J. Anderson (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object is to empirically estimate any trade-off that may be involved between wages and non-wage benefits in collective agreements. Regression analysis with data from individual collective agreements is to be used.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project was started in early 1977 and should be completed by January 1981. A journal article is planned.

325. FUNDING PUBLIC PENSION PLANS L. Ascah (Department of Economics, University of Sherbrooke)

Objects and Methods: This study is a review of the literature regarding the appropriate funding of public pension plans and the development of useful criteria in this regard.

Source of Finance: Not known

Current Status of Project: The research is an ongoing activity. No completion date has been established.

326. HOSPITAL WAGE RATE COMPARISONS G. Wright and A. Kennedy (Alberta Department of Labour, Planning and Research Branch)

Objects and Methods: The object is to prepare a data package of wage rates in hospitals by means of a data search and analysis.

Source of Finance: Departmental Budget

Current Status of Project: The research started in 1980 and was completed in May 8, 1980. There are no publication plans.

327. THE IMPACT OF INFLATION ON THE DETERMINATION OF THE SMALLEST MEANINGFUL PAY INCREASE: A CROSS-NATIONAL ANALYSIS E. Miller and J. Fossum (supervisors, University of Michigan) and R.J. Cattaneo (Faculty of Business Administration, University of Windsor)

Objects and Methods: The object of the research is to test a theoretical model of the determinants of the smallest pay increase that is meaningful to an employee, with special emphasis upon the impact of inflation on this process. Samples of employees will be taken from organizations operating in Canada, the United States, Argentina and Venezuela. Questionnaires will be used to collect the data.

Source of Finance: Self

Current Status of Project: Research began in 1980 and data collection is due to commence. The project is scheduled to be completed in July 1983. A doctoral dissertation and journal articles will result from the research.

328. INCENTIVES, BONUS PAYMENTS AND TOURNAMENTS L. Carmichael (Department of Economics, Queen's University)

Objects and Methods: This research interprets Japanese bonus payments and western competition for promotions as incentive devices which can be optimal when production is organized in teams. At the present time the research method is purely theoretical.

Source of Finance: Social Sciences and Humanities Research, Postdoctoral Fellowship

Current Status of Project: The project began in the Summer of 1981. It is presently in the early stages. It is expected to be completed in the summer of 1982. Articles in economic journals are planned.

329. INCOME DISTRIBUTION MODELS C. Dagum (Department of Economics, University of Ottawa)

Objects and Methods: This study introduces three generating systems which generate almost all specified models of income distribution, including the most relevant and applied ones. They are, The R. D'Addario K. Pearson, and a generalized logistic system specified by the author of this study. Mathematical specification of the corresponding generating systems, the derivation of their income distribution models, and the analysis of their most relevant properties, fitting of four income distributions, and testing the goodness of fit were combined to provide the necessary data.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project which began in 1980 is now completed. It will be published as an invited paper for the Encyclopedia of Statistical Sciences, John Wiley and Sons, New York, Vol. IV (forthcoming in 1982).

330. INDEXATION IN CANADA J.G. Frank (supervisor) and A. Smith (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The object is to study the issues surrounding indexation of private pension plans. This includes a review of indexing proposals and their relative merits and weaknesses. An analytic study was conducted.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: The project began in June 1980 and is expected to be completed in January of 1982. It is in its final review at present. A Conference Board of Canada Canadian Study is planned.

331. LES INDICATEURS STATISTIQUES PERTINENTS À LA NÉGOCIATION SALARIALE G. Guerin (surveillant) et J.-M. Cousineau (Département des relations industrielles, Université de Montréal)

Buts et méthodes: à partir d'entrevues et d'une documentation sur le sujet, élaborer et utiliser les principaux indicateurs statistiques pertinents à la négociation salariale (la productivité, la capacité de payer, le coût de la vie, le salaire décent).

Source de financement: le ministère du Travail et de la Main-d'oeuvre du Québec

Stade actuel des travaux: commencé en 1981, le travail est au stade de la rédaction et devrait être terminé pour la fin de 1982. Les résultats paraîtront dans une monographie de l'École des relations industrielles.

332. AN INTRAFIRM STUDY OF MALE AND FEMALE PAY DIFFERENTIALS N.C. Agarwal (supervisor) and M.H. McCleery (Personnel and Industrial Relations Area, Faculty of Business, McMaster University)

Objects and Methods: The object is to compare the pay females actually get with the pay females would get if they are to be paid according to the male wage payment system. Multiple regression analysis was applied.

Source of Finance: The participating organization and self

Current Status of Project: The project began in July 1981. Data collection and coding are completed. The project is expected to be completed by July 1982. A journal article is planned.

333. MALE-FEMALE INCOME DISTRIBUTION AND INCOME DIFFERENTIALS IN CANADA C. Dagum (Department of Economics, University of Ottawa)

Objects and Methods: This study purports to investigate the distribution of individuals by income groups for each sex and according to the socio-economic characteristics of levels of education and number of weeks worked for the period 1967 to 1979. Four models of income distribution are tested and the author's (C. Dagum: "Inequality Measures Between Income Distribution," Econometrica, Vol, 48, No. 7, 1981, pp. 1791-1803) inter-income distribution inequality measure is used. It is applied under both parametric and non-parametric assumptions.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: The project began in September 1981 and is expected to be completed by June 1982. Model fitting and parameter estimations are in progress at present. An article in a referee journal is planned.

334. MATERNITY LEAVE AND JOB PROTECTION C. Aykroyd (Ministry of Labour, Province of British Columbia)

Objects and Methods: The object of the research is to discuss the legal, social and collective bargaining aspects of maternity leave provisions in Canada and B.C. with reference to other industrial countries.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: The project was completed in December 1980 and the research was published in the December 1980 issue of the Ministry's Labour Research Bulletin, Vol. 8, No. 12.

335. MEASURING WAGE DISCRIMINATION AGAINST WOMEN: AN ALTERNATIVE TO THE HUMAN CAPITAL APPROACH P.Y. Walmsley and M. Ohtsu (supervisors) and A. Verma (College of Commerce, University of Saskatchewan)

Objects and Methods: The object of the research was to devise a measurement technique of the magnitude of sex-based wage discrimination within an organization. Job evaluation and regression analysis were used.

Source of Finance: The Saskatchewan Department of Labour primarily

Current Status of Project: Research began in 1975 and is now completed. The study is under review for publication by the Industrial Relations, University of Laval.

336. MINIMUM WAGES 1970-1979 C. Aykroyd (Ministry of Labour, Province of British Columbia)

Objects and Methods: The aim of the research is a retrospective article looking at trends in minimum wage coverage, levels relatives to price and earnings trends and impact studies, etc. A select annotated bibliography is also included.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: Research was completed in January 1980 and was published as an article in the February 1980 issue of the Ministry's Labour Research Bulletin, Vol. 8, No. 2.

337. PENSION INDEXING L.W.C.S. Barnes (Ottawa, Ontario)

Objects and Methods: The purpose of the research is to examine various aspects of pension indexing, for example costs, economic implications, index choice, etc.

Source of Finance: None

Current Status of Project: Research began in 1976 and is ongoing. Results will be published from time to time in Industrial Relations Research Reports and reflected in briefs to Parliamentary Committees.

338. PENSIONS, INDEXATION AND THE C.P.I. J.G. Frank (supervisor) and P. Opryszek (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The purpose is to analyze the use of the consumer price index and other indices in pension indexation, and to measure the sensitivity of these indices to the cost-of-living changes experienced by the target group.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: The project began in September of 1981 and is expected to be completed in the spring of 1982. A Conference Board of Canada Canadian Study is planned.

339. A PRELIMINARY OVERVIEW OF EMPLOYER-SPONSORED PENSION PLANS IN NOVA SCOTIA C.H. Duguay (supervisor), P. White and A. Turner (Nova Scotia Department of Labour and Manpower, Research Division)

Objects and Methods: The object is to provide members of the industrial relations community with an overview of employer-sponsored pension plans in Nova Scotia. A survey of collective agreements on file with the Nova Scotia Department of Labour and Manpower, and references to information published in various other areas supplied the information.

Source of Finance: Nova Scotia Department of Development

Current Status of Project: The project began in January 1981 and was completed in November 1981. An Occasional paper is planned.

340. PROFIT SHARING: CREATIVE CAPITALISM AT WORK J.G. Frank (supervisor) and A.E. Chartier (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The objects of the research are to summarize current views on the subject of profit sharing, to explain profit-sharing plans and their tax implications and advantages, to review the status of employee stock ownership for Canada and discuss the future of profit sharing in Canada. The report is largely based on presentations made to the Sixth Compensation and Human Resources Conference, January 17, 1980, as well as a review of the literature.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: The project began in March of 1980, and was completed in January 1981. It has been published by the Conference Board of Canada as Executive Bulletin, No. 13.

341. PRORATING FRINGE BENEFITS FOR PART-TIME EMPLOYEES IN CANADA F. Reid and G.S. Swartz (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research is to explore the question of prorating fringe benefits for part-time employees in Canada.

Source of Finance: Labour Canada

Current Status of Project: A report by the above title will be published by the Centre for Industrial Relations, University of Toronto, 1982.

342. PROVINCIAL DIFFERENCES: A CHALLENGE TO COMPENSATION AND RELOCATION POLICIES J.G. Frank (Compensation Research Centre, The Conference Board of Canada)

Objects and Methods: The purpose of this research is to examine recent trends in compensation by occupation in different regions, as well as living cost and taxation differences among the provinces of Canada. It assess the various effects these trends may have, in the future, on the compensation and relocation policies and practices of Canadian organizations. This study relies on data developed in-house, from private sources for the cost-of-living comparisons and on Labour Canada's Wage and Salary survey for the compensation data.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: The research began in the summer of 1979 and was completed in August 1981. It was published by the Conference Board of Canada as Canadian Study No. 69.

343. PUBLIC AND PRIVATE PENSION PLANS IN CANADA L. Ascah (Department of Economics, University of Sherbrooke)

Objects and Methods: The object of the research is to examine the economic principles underlying pension plans (i.e. funding, indexing, saving, etc.) and the role of present public and private pension plans.

Source of Finance: Self

Current Status of Project: The project began in 1974 and was completed in 1979 resulting in the completion of a Ph.D. thesis (1979), McGill University.

344. PUBLIC SECTOR COMPENSATION IN CANADA AND THE U.S. M. Gunderson (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research is to update earlier studies by the author on public sector compensation in Canada and the U.S. A literature review, statistical analyses and the application of basic theoretical principles were the methods used.

Source of Finance: None

Current Status of Project: The research begun in 1980 is completed. It was published as same title in Industrial Relations, Vol. 19, No. 3, fall 1980, pp. 257-271.

345. REGIONAL REAL-WAGE WAGE TRENDS, CANADA 1900-26 M. Percy (Department of Economics, University of Alberta)

Objects and Methods: The purpose of this study is to derive a set of real wage estimates by city for Canada from 1900-26. Both the money wage estimates and the price deflators will be calculated on an individual basis for each of Canada's major urban centers for the period under study. The output of this project will serve as input to other studies relating to real wage differentials, efficiency of migration and other inter-regional labour market activities.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: Research began in 1980.

346. REMUNERATION OF ELECTED OFFICIALS, 1981 Robert Hanson (supervisor), L. Dallas and M. Dendur (Pay Research Bureau, Public Service Staff)

Objects and Methods: The report provides information on the nature of and amount of remuneration received by elected officials at the three prime levels of government in Canada. The research method is telephone interview with officials of government.

Source of Finance: Public Service Staff Relations Board

Current Status of Project: The research was started in April of 1981 and is now completed. It has been published in English and French as Report No. 79-81 of the Board.

347. REPORT ON SALARIES, AUGUST 1981 J. MacMillan (supervisor) and several other research officiers, (Pay Research Bureau, Public Service Staff Relations Board)

Objects and Methods: The report presents information on rates of pay for 18 occupational classes. It is a statistical presentation of salaries and wages for professional, technical, administrative support classes, effective March and August annually. Data were obtained through personal survey interviews.

Source of Finance: Public Service Staff Relations Board

Current Status of Project: It is a continuing project and this stage will be completed in December 1981. Publication is planned as Report No. 77-81, available in English and French.

348. SEX DIFFERENCES IN THE RATES OF RETURN FROM HUMAN CAPITAL TO EARNINGS FOR MARRIED FULL TIME WORKS IN THE CANADIAN LABOUR FORCE M. Boyd (supervisor) and M.D. Adsett (Department of Sociology, Carleton University)

Objects and Methods: The purpose of the research is to assess the impact of discontinuous work history on the returns to human capital for female workers compared to male workers by means of regression analysis.

Source of Finance: Carleton University

Current Status of Project: Research began in 1979 and was completed as an M.A. thesis in the fall 1981. A journal article is expected to be published.

349. THE SOCIAL EVALUATION OF COMPENSATION M. Granovetter (supervisor, Department of Sociology, State University of New York at Stony Brook), M. Piore (supervisor, Department of Economics, Massachusetts Institute of Technology), T.F. Pettigrew (supervisor, Department of Sociology, Harvard University) and C.D. Gartrell (Department of Sociology, University of Victoria)

Objects and Methods: The purpose is to understand how people assess the fairness of compensation (pay, fringe benefits) and working conditions and make comparisons with other persons or groups, in the economic context in which they work for a living. A field study was undertaken of blue-collar workers in Cambridge, Massachusetts, U.S.A. and the Department of Public Works. The author worked with, observed, and interviewed 98 workers, compiled wage data over a 30-year period from secondary sources, and made field notes.

Source of Finance: Livingston Foundation, Canada Council Doctoral Dissertation grant, Department of Psychology and Social Relations, Harvard

Current Status of Project: The research began in August of 1977. The fieldwork was finished in 1978 and the data analysis is ongoing. Journal articles in sociology and economics are planned. There is the possibility of a book being produced.

350. SPLINE FUNCTION ESTIMATES OF MALE-FEMALE WAGE PATTERNS OVER TIME AND THE IMPACT OF EQUAL PAY LEGISLATION M. Gunderson (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the study is to analyze the trend and cyclical pattern of male-female wage differences and to test for a structural change in that pattern when equal pay legislation was enforced by means of Spline function regression analysis.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The research began in November 1980 and is almost completed. Publication of a journal article is planned.

351. STUDY OF REAL WAGES AND EARNINGS IN MANITOBA: SELECTED OCCUPATIONS AND ETHNIC GROUPS 1900-80 F.D. Millar (History Department, University of Winnipeg)

Objects and Methods: The object of the research is to show research trends in income by sex, ethnic group, occupation and industry in one region. Some comparisons with Ontario are made and further hypothesis for Manitoba labour history are presented. Data are compiled from the census, Workmen's Compensation Board, labour biographies, unions and payrolls. These sources are separately tabulated because not all data are reliable or comparable. There are future plans for computerization.

Source of Finance: Not known

Current Status of Project: Research began in 1970 but has intensified since September 1980. Compilation is expected to be completed by April 1982. Some occupational trends have been graphed. A draft article will be prepared in 1982 to appear in a periodical in 1983. A scholarly paper is also planned.

352. UNIVERSITY PROFESSORS' WAGE COMPARISONS G. Wright and A. Kennedy (Alberta Department of Labour, Planning and Research Branch)

Objects and Methods: The object of the project is to provide a data package of university professors' salaries. Information searches and data analysis are the methods used.

Source of Finance: Departmental Budget

Current Status of Project: The research began April 1, 1981 and was completed April 14, 1981. There is no intention to publish.

353. USING LONGITUDINAL DATA TO ESTIMATE THE EFFECT OF THE MINIMUM WAGE ON EMPLOYMENT O. Ashenfelter and D. Card (Industrial Relations Section, Princeton University.

Objects and Methods: The object of this research is to use microeconomic time-series data to examine the impact of minimum wage changes on employment. Statistical analysis of longitudinal data is the method used.

Source of Finance: Industrial Relations Section, Princeton University

Current Status of Project: The project began in 1981 and is partially completed. It is expected to be completed in 1982. Journal articles are planned.

354. VIEWPOINTS AFFECTING TOTAL COMPENSATION MEASUREMENT G. Wright and A. Kennedy (Alberta Department of Labour, Planning and Research Branch)

Objects and Methods: The object of the study is to discuss the major issues and developments in total compensation measurement by means of an analysis of the relevant issues.

Source of Finance: Departmental Budget

Current Status of Project: Research began June 18, 1979 and was completed March 7, 1980. There are no plans to publish the research results.

355. WAGE AND PRICE CONTROLS IN CANADA F. Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: This study reviews the empirical research on the effects of the AIB on wage settlement, price increases, profits, real wages, strike activity and union organizing.

Source of Finance: Not known

Current Status of Project: The research will appear as a chapter in Union-Management Relations in Canada J. Anderson and M. Gunderson (eds.) Toronto: Addison Wesley, 1982, pp. 482-502.

356. WAGE DETERMINATION IN THE PUBLIC SERVICE: THE CASE OF THE CANADIAN POST OFFICE B. Brody (École de relations industrielles, Université de Montréal)

Objects and Methods: The object of the research is to assess the revised wage policy of the Treasury Board concerning non-national rates. The research methods include interviewing, econometric (e.g., multiple regression) analysis, and the development of an original "labour market experience model".

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: The project, begun in 1972, is completed. Publication of articles is forthcoming in Relations industrielles, Université Laval and Industrial Labour Relations Review, Cornell University.

357. WAGE FORMATION IN THE ALBERTA CONSTRUCTION INDUSTRY A.W. Jenkins (Department of Economics, University of Alberta)

Objects and Methods: The objective is to specify and estimate a wage formation equation for the Alberta construction trades with a view to identifying important determinants like inflation, and excess demand and supply. Ordinary least squares estimation of the specified wage formation equation for 165 contracts involving 22 construction trades, from 1960 to 1982 was the method employed.

Source of Finance: ESSO Resources of Canada Ltd.

Current Status of Project: The project began in January of 1981 and is now completed. A journal article is planned.

358. WAGES AND WORKING CONDITIONS, BY OCCUPATION D. Elliott (Policy Planning and Research Division, Saskatchewan Department of Labour)

Objects and Methods: The object of this annual project is to provide an occupational wage rate data base for Saskatchewan. Mail survey of 2,000 firms covering 350 occupations is conducted. Wage rates were cross-tabulated by union status, sex, industry, firm size, geographic location, full-time and part-time.

Source of Finance: Government of Saskatchewan primarily

Current Status of Project: Research began in 1974. 1981 data are now being compiled. Publication of the research in book form is forthcoming.

359. WAGES IN THE U.K. Y. Kotowitz and C. Everson (Department of Political Economy, University of Toronto)

Objects and Methods: The purpose is to estimate wage equations for British manufacturing sector with particular emphasis on effects of income taxes. Theoretical model and econometric estimation were the techniques applied.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project began in 1979 and is now completed. At present one paper has been completed and another is in its first draft. Journal articles have been planned.

F.

MANPOWER AND OCCUPATIONS
LA MAIN-D'OEUVRE ET LES OCCUPATIONS

360. ACCESSIBILITY TO CAMPUS BUILDINGS AND GROUNDS, UNIVERSITÉ DE MONCTON A. Gaudet (supervisor) and C. Lapointe (Département d'administration scolaire, Université de Moncton)

Objects and Methods: The objectives of the research are as follows: a) to make suggestions for the adaptation of campus buildings and grounds in order to make them accessible to the handicapped persons, and b) to engage in a psycho-social research to change people attitudes and concerns for the physically handicapped. The method of research was a questionnaire on attitudes of utilisers of campus facilities and grounds, a scale adapted from Yuker et al on attitudes towards handicapped persons.

Source of Finance: A Canadian foundation (Anonymous) $10,000.00

Current Status of Project: The project began in the Fall of 1980 and was completed in August of 1981. The report produced is a synopsis of a graduate thesis.

361. LES AGENCES PRIVÉES DE PLACEMENT J. Sexton, D. De Bellefeuille et R. Boulard (Département des relations industrielles, Université Laval)

Buts et méthodes: établir une relation entre les pratiques des agences de placement et les bénéfices nets encourus par les parties faisant l'objet de l'appariement.

Source de financement: le ministère du Travail et de la Main-d'oeuvre du Québec

Stade actuel des travaux: la recension des écrits a été complétée et l'ensemble du projet a été terminé en juillet 1980. Des articles seront publiés.

362. APPLICANT SURVEY 79/80: A PROFILE OF MANPOWER SUPPLY F.C. Pinch (supervisor), E.C. Tierney and J.A. James (Canadian Forces Personnel Applied Research Unit, Willowdale, Ontario)

Objects and Methods: The object of the research is to examine the characteristics, orientations, and work motivations of potential Canadian Forces applicants and to investigate their sources of knowledge about the Forces. A survey questionnaire was administered on alternate weeks from November 1979 to March 1981.

Source of Finance: Department of National Defence

Current Status of Project: Research began in July 1979 and is scheduled to be completed in April 1982. Data analysis is currently underway. Preliminary results have been published as CFPARU Working Papers 81-3 and 81-4. Further Working papers and reports will follow.

363. ARE THERE TOO MANY LAWYERS? B.P. Feldthusen (supervisor, Faculty of Law, University of Western Ontario), C. Cole (Department of History, University of Western Ontario), N. White (Department of Sociology, Trent University) and D. Stager (Department of Economics, University of Toronto)

Objects and Methods: The object of the project is to produce research papers for presentation at a conference sponsored by the Faculty of Law at the University of Western Ontario, "Ontario and the Canada-U.S. Law Institute." The purpose of the Conference was to examine the number of persons entering the legal profession, the impact upon the public and the profession and proposed admission controls.

Source of Finance: Faculty of Law, University of Western Ontario; Canada-U.S. Law Society and the Social Sciences and Humanities Research Council

Current Status of Project: Research began in the summer of 1981 and is completed. Publication of papers in the Canada-U.S. Law Journal is expected. The conference was held November 12-13, 1981 in London, Ontario.

364. ASPECTS OF LABOUR SUPPLY C. Carmody (supervisor) and C. Mayne (P.E.I. Department of Labour, Research and Planning)

Objects and Methods: The objective is to determine the present and possible future characteristics of P.E.I. labour supply. Methods used were a utilization of available Statistics Canada and administrative data.

Source of Finance: P.E.I. Department of Labour

Current Status of Labour: The project began in June 1981 and is now completed.

365. ATTRITION/RETENTION IN THE CANADIAN FORCES (CF) F.C. Pinch (supervisor) and B.E. Belec (Canadian Forces Personnel Applied Research Unit, Willowdale, Ontario)

Objects and Methods: The object of the research is to develop a system for receiving data from a variety of internal and external sources with the view to (a) uncovering individual, organizational and extra-organizational factors influencing unscheduled personnel turnover in the CF; and (b) to determine influences affecting long-term retention. Results are to be used to provide information for policy decisions relating to the

management and control of attrition. An exit questionaire will be administered to various categories of personnel who are about to leave the CF. A retention questionnaire will be given to representative samples of remaining members. In-depth interviews of both stayers and leavers will be used when appropriate. The design is longitudinal and data collection is expected to be ongoing for at least two years.

Source of Finance: Department of National Defence

Current Status of Project: Research began in the summer of 1981. The research paper has been prepared and the exit questionnaire is in the design stage. Data collection will commence by early autumn of 1982. Results will be published periodically beginning in 1983 in the form of internal working papers and reports.

366. BASIC TRAINING FOR SKILL DEVELOPMENT (BTSD) TRAINING NEEDS IN O'LEARY, P.E.I. C. Mayne (P.E.I. Department of Labour, Research and Planning)

Objects and Methods: The objective is to determine if there is a need for BTSD training in the O'Leary P.E.I. area.

Source of Finance: P.E.I. Department of Labour

Current Status of Project: The project is due to start within the next several months.

367. CANADIAN HISTORICAL MOBILITY PROJECT G. Darroch and M. Ornstein (Department of Sociology, 131 McLaughlin College, York University)

Objects and Methods: The purposes of the research are to trace individuals and families between Census records of the 19th Century (1851-61-71), initially for Ontario (Canada West), ultimately for the four provinces and to establish patterns of relationship between household economies, regional economies and individual mobility. Remote entry data collection transcribing microfilmed nominal Census records directly onto computer tape and semi-automated linkage procedures are used.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The first phase began in 1975 and the current phase began in 1980 and is in progress. Data are being collected for Ontario for the 1861-1871 period. Phase 2 is expected to be completed in 1981-82. Publication of a monograph and academic articles is planned.

368. CANADIAN VETERANS AND CIVIL RE-ESTABLISHMENT, 1915-1924 D. Morton (Department of History, Erindale College, University of Toronto)

Objects and Methods: The objective is to explore programmes for retraining and employment of mentally and physically disabled veterans of the First World War, with particular reference to the success and failure of such programmes and the consequences for subsequent government policies. Historical research was conducted using documents and reports of the Department of Soldiers' Civil Re-establishment.

Source of Finance: Labour Canada - University Research Programme grant

Current Status of Project: The project began July 1981. It is now approaching completion. It is intented to be completed in February of 1982. An article in the Journal of Canadian Studies is planned.

369. CAUSES OF YOUTH UNEMPLOYMENT L. Carmichael (Department of Economics, Queen's University)

Objects and Methods: The purpose of the study is to examine the causes of youth unemployment. Theoretical and quantitative research methods are applied.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project began in the summer of 1981. It is presently in the early stages. It is expected to be completed in the summer of 1982. Articles in economic journals are planned.

370. A CHALLENGE OF THE 1980s: UNEMPLOYMENT AND LABOUR FORCE GROWTH IN CANADA AND THE PROVINCES D.K. Foot (Institute for Policy Analysis and Department of Political Economy, University of Toronto)

Objects and Methods: This study explores, within a consistent, multiregional framework, the outlook for unemployment and labour force growth in Canada and the provinces over the decade of the 1980s. It shows that the rapid growth of the 1970s cannot be expected to continue into the 1980s.

Labour force participation rate scenarios, consistently disaggregated by age and sex by province, are linked to multiregional population projections to generate labour force growth scenarios over the decade of the 1980s.

Source of Finance: House of Commons Parliamentary Task Force on Employment Opportunities in the 1980s

Current Status of Project: Research began in November 1980 and was completed in March 1981. It was published by the Institute for Policy Analysis, University of Toronto in the form of a monograph (95 pages); cost $7.50.

371. LE CHOIX D'UN LIEU DE PRATIQUE ET LA PRÉVISION RÉGIONALE D'EFFECTIFS DENTAIRES A.-P. Contandriopoulos (surveillant) et N. Robitaille, J.-M. Brodeur, B. St-Jacques et A. Saucier (Département d'administration de la santé, Université de Montréal)

Buts et méthodes: à partir d'un questionnaire distribué à tous les étudiants en médecine dentaire du Québec, étudier leur comportement face au choix d'un lieu de pratique, explorer les moyens qui peuvent être utilisés pour inciter les futurs dentistes à s'établir dans des régions moins urbanisées et intégrer divers scénarios dans un modèle démographique de projections.

Source de financement: FCAC (Programme de formation de chercheurs et d'action concertée)

Stade actuel des travaux: commencés le 1er juin 1980, les travaux sont maintenant terminés et le rapport final sera prêt en mars 1982.

372. COAL MINE LABOUR ON VANCOUVER ISLAND IN THE 19TH CENTURY H.K. Ralston (Department of History, University of British Columbia)

Objects and Methods: The purpose is to examine recruitment, labour relations and working conditions in Vancouver Island coal mines since 1849. Traditional historical research methods were used, concentrating in the early phases on archives material.

Source of Finance: Social Sciences and Humanities Research Council (1979-80 only); (Self 1980-81)

Current Status of Project: The preliminary research began in 1978-79 and is ongoing. A conference paper was presented in 1981 and two others are being prepared. Articles are planned as well.

373. LA CONDITION FÉMININE ET LE MILIEU OUVRIER A. Vinet (Département des relations industrielles, Université Laval)

Buts et méthodes: çtudier, à partir des données recueillies, lors d'entrevues, auprès d'un échantillon représentatif des ouvrières de cinq usines de la région de Québec, les modifications survenues dans leur comportement à l'usine, avec leur famille et pendant leurs loisirs par rapport à la division sexuelle des tâches.

Source de financement: l'Institut québécois de recherche sur la culture

Stade actuel des travaux: commencé en juin 1980, le projet a atteint le stade de la rédaction du rapport de recherche. Les résultats feront aussi l'objet d'articles.

374. CONSTRUCTION TRADES INVENTORY J. Patterson (supervisor, Nova Scotia Department of Labour and Manpower, Research Division) and Staff

Objects and Methods: The object is to provide statistical information and analysis on the operation of the Nova Scotia Construction Industry. Particular emphasis has been placed on the forecasting of labour demand and supply. Various methods of research were used such as computer modelling, personal interviews and industrial intelligence.

Source of Finance: Nova Scotia Department of Labour and Manpower

Current Status of Project: The project began in 1978. An annual updating is taking place and the researh is ongoing. An Occasional paper is planned.

375. LES DÉTERMINANTS INDIVIDUELS ET CONTEXTUELS DE L'ÉVOLUTION DU REVENU EN COURS DE CARRIÈRE P. Bernard et J. Renaud (surveillants), A. Allaire, S. Venne, P. Doray, J. Boisjoly, D. Grenier, N. Bélanger et R. Grignon (Département de sociologie, Université de Montréal)

Buts et méthodes: étudier à l'aide d'un modèle quantitatif utilisant un sondage de 1978 sur la main-d'oeuvre québécoise, l'évolution du revenu au cours de la vie active plutôt que sa détermination ponctuelle. Non seulement le rôle des attributs individuels y est-il examiné mais aussi les milieux où la carrière se déroule (par ex. sous-marché, périodes économiques, etc.)

Source de financement: le ministère des Affaires sociales du Québec; le ministère de l'Éducation

Stade actuel des travaux: L'exploitation des données se poursuit et donne lieu à des publications.

376. LE DÉVELOPPEMENT DES RESSOURCES HUMAINES EN MILIEU INDUSTRIEL V. Larouche (École des relations industrielles, Université de Montréal)

Buts et méthodes: L'étude vise la publication d'un manuel d'enseignement sur la formation, le perfectionnement et le développement du personnel et elle est fondée sur l'étude d'ouvrages de référence et de documents pertinents.

Source de financement: le Conseil national de Recherche

Stade actuel des travaux: commencé en janvier 1981, le projet a maintenant franchi l'étape du manuscrit et il devrait se terminer d'ici juin 1982.

377. DISCRIMINATION AGAINST INDIANS: ISSUES AND POLICES H.C. Jain (Faculty of Business, McMaster University)

Objects and Methods: The purpose of the research is to analyze the demographic, cultural, economic, institutional and legal factors that affect the labour market activities of Indians in Canada. Government statistics and documents as well as interviews and questionnaires aided in the research.

Source of Finance: Self

Current Status of Project: The project began in 1979 and is now completed. It has been accepted as a chapter in a book edited by Lundy and Warme and to be published by Butterworth and Co., Canada Ltd.

378. THE DOUBLE NEGATOR: FEMALE IMMIGRANTS IN THE CANADIAN LABOUR FORCE M. Boyd (supervisor, Department of Sociology, Carleton University)

Objects and Methods: The object of the research is to assess the effect of being female versus being immigrant on socio-economic status by means of regression (multiple classification analysis)

Source of Finance: Carleton University Computer grant

Current Status of Project: Research began in 1980 and is now completed. The research results will be published as a journal article.

379. AN ECONOMIC ANALYSIS OF LABOUR SHORTAGES: THE CASE OF TOOL AND DIE MAKERS IN ONTARIO N.M. Meltz (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research is to analyze the basis for, and the implications of, the shortage of tool and die makers in Ontario. Data was compiled from various sources on the labour market operation for the occupation. Interviews were conducted with management representatives, government agencies' staff, employment counsellors and union representatives.

Source of Finance: Ontario Economic Council

Current Status of Project: Research began in August 1979 and was completed in June 1980. A publication with the same title will be made available from the Ontario Economic Council in 1982.

380. ECONOMIC EVALUATION OF JOB CREATION PROGRAMS IN CANADA K. Newton (supervisor) and S. Gera (Labour Markets Group, Economic Council of Canada)

Objects and Methods: The object of the research is to examine whether job creation programs in the private sector and public sector are economically efficient and to determine the effects of these programs on employment and output. Cost-benefits methodology is being used.

Source of Finance: Economic Council of Canada

Current Status of Project: The project began in March 1981 and is expected to be completed in May-June 1982. An Economic Council Study is expected to be published.

381. LES EFFECTIFS MÉDICAUX AU QUÉBEC: LA SITUATION DE 1976 À 1978 ET LES PROJECTIONS POUR 1982 A.-P. Contandriopoulos (surveillant), J.-M. Lance et T.T. Nguyen (Département d'administration de la santé, Université de Montréal)

Buts et méthodes: à partir d'une analyse de la situation actuelle et des effectifs étudiants des facultés de médecine, établir le nombre de médecins généralistes et spécialistes qui exerçaient au Québec à la fin de 1978 ainsi que leur répartition régionale et extrapoler pour les années 1979 à 1982.

Source de financement: la Corporation professionnelle des médecins du Québec

Stade actuel des travaux: la recherche est terminée et les résultats ont été publiés en juin 1979 dans une brochure spéciale de la Corporation professionnelle des médecins du Québec.

382. LES EFFECTIFS MÉDICAUX AU QUÉBEC: SITUATION DE 1978 À 1980 ET PROJECTION POUR 1984 A.-P. Contandriopoulos (surveillant) et J.-M.R. Lance, T.T. Nguyen (Département d'Administration de la santé, Université de Montréal)

Buts et méthodes: à partir de techniques de description et de projections démographiques simples, analyser la situation actuelle et les effectifs étudiants des facultés de médecine, établir le nombre de médecins par spécialité et par région qui exerçaient à la fin de 1980 et faire des projections pour les années 1981 à 1984, et enfin, décrire le phénomène de départ des médecins du Québec.

Source de financement: la Corporation professionnelle des médecins du Québec

Stade actuel des travaux: commencés en mars 1981, les travaux sont maintenant terminés et ont été publiés dans une brochure spéciale de la Corporation professionnelle des médecins du Québec en novembre 1981.

383. THE EFFICIENCY OF THE INTERPROVINCIAL MIGRATION OF TRAINED MANPOWER W.L. Marr, D.J. McGready and F.W. Millerd (Department of Economics, Wilfrid-Laurier University)

Objects and Methods: The object of the research is to examine, for specific occupational groups, the relationship between interprovincial migration rates and interprovincial income differences. The 1971 census data are used to determine both migration rates and income differences. Special tabulations of occupational migration rates are available.

Source of Finance: Wilfrid-Laurier University and Canada Council

Current Status of Project: A Wilfrid-Laurier University Research Report is available. Publication in Canadian Journal of Science, (forthcoming)

384. LES ÉLÉMENTS DISCRIMINATOIRES DE L'ORGANISATION DU TRAVAIL À L'ÉGARD DES FEMMES DANS LE SECTEUR MANUFACTURIER H. David (Institut de recherche appliquée sur le travail, Montréal, Québec)

Buts et méthodes: l'objet de ce travail consiste à 1) analyser la nature des obstacles qui empêchent les femmes d'avoir accès à tous les postes et d'avoir des conditions de travail égales à celles des hommes et 2) à rechercher divers moyens permettant de surmonter ces obstacles. La méthode suivie est l'étude de cas dans des entreprises syndiquées où divers types d'action ont été entrepris afin de contester la discrimination à l'égard des femmes. (Salaire, classification, droits reliés à l'ancienneté, accès à tous les postes, etc.)

Source de financement: l'IRAT

Stade actuel des travaux: le travail entrepris en septembre 1981 sera terminé à l'automne 1982. Les résultats seront publiés dans une brochure de l'IRAT.

385. EMPIRICAL RESEARCH ON WOMEN AND THE CANADIAN LABOUR FORCE M.L. Skolnik (Higher Education Group, Institute for Studies in Education)

Objects and Methods: The object of the research is to assess the current state of empirical research on women and the Canadian Labour Force, identifying major strengths, themes, gaps and most important and fruitful directions for future research by means of literature surveys, interviews and critical reflection.

Source of Finance: Self and minor assistance from Social Sciences and Humanities Research Council

Current Status of Project: Research began in September 1980 and was completed in January 1981. A paper was presented at the National Conference on Women and the Canadian Labour Force, sponsored by SSHRC, held at UBC, January 1981 and the research will also appear in a book edited by D. Smith and N. Hersom entitled Women and Canadian Economy (forthcoming, 1982).

386. EMPLOYER SURVEY F. Eberman (supervisor) and C. Mayne (P.E.I. Department of Labour, Research and Planning)

Objects and Methods: The object is to determine the training needs of Island employers. A mailout questionnaire to 4,500 firms on P.E.I. will supply data.

Source of Finance: P.E.I. Department of Labour

Current Status of Project: The project began in May 1981 and is expected to be completed in February 1982. The questionnaire have been mailed out and the returns are coming in.

387. EMPLOYMENT CONTRACTS AND MORAL HAZARD J. Stiglitz (supervisor, Department of Economics, Princeton University) and R. Arnott (Department of Economics, Queen's University)

Objects and Methods: The object is to investigate the efficiency of employment contracts when the implicit insurance provided by such contracts is characterized by moral hazard. The economic theory has been applied.

Source of Finance: National Science Foundation

Current Status of Project: The project began in 1978 and is now completed. A scholarly paper has been planned.

388. THE EMPLOYMENT IMPLICATIONS OF ELECTRONIC TECHNOLOGY S.G. Peitchinis (Department of Economics, University of Calgary)

Objects and Methods: As indicated by the title, the purpose of the research is to explore employment implications in terms of employment; unemployment; occupations; education and training; worker-work and worker-worker relationships.

Source of Finance: Industry, Trade and Commerce and Department of Communications

Current Status of Project: The research began in 1976 and is completed. The writing remains to be completed, the target date being September 1982. Publication of a book is planned.

389. L'ENTRÉE SUR LE MARCHÉ DU TRAVAIL EN SCIENCES SOCIALES
S. Langlois (Département de sociologie, Université Laval)

Buts et méthodes: étudier l'entrée sur le marché du travail un an après l'obtention d'un diplôme. Le chercheur a mené un sondage auprès des diplômés de trois années.

Source de financement: l'Université Laval

Stade actuel des travaux: les travaux sont en marche depuis l'hiver 1979. Un rapport d'étape a été publié en décembre 1981 et est disponible au laboratoire de recherches sociologiques. Les résultats finals paraîtront dans un rapport de recherches et un article.

390. ESTIMATE THE SUPPLY AND DEMAND FOR MANPOWER IN B.C. R.A. Holmes (Department of Business Administration, Simon Fraser University)

Objects and Methods: The object of the research is to develop forecasts of manpower supply and demand by industry, occupation and region in British Columbia. Research methods include Box Jenkins time series; econometric analysis and leading indicator analysis.

Source of Finance: Simon Fraser University

Current Status of Project: The project began in 1980 and the research will likely continue for several years. Publication in the form of articles and a monograph is planned.

391. ESTIMATION OF LABOR SUPPLY WITH EXPERIMENTAL DATA: A CRITICAL SURVEY D. Hum and A. Basilevsky (Department of Economics, St. John's College, University of Manitoba)

Objects and Methods: The objects are to survey, compare and evaluate the labour supply findings of the four U.S. experiments in income maintenance. The research method used is secondary analysis.

Source of Finance: Self

Current Status of Project: The research began in 1975. It is at the stage of manuscript preparation. The project is expected to be completed in 1982. Publication is planned in the form of a book: Academic press.

392. L'ÉTUDE DU MARCHÉ DU TRAVAIL DE LA RÉGION DE SOREL-TRACY P.P. Proulx (École de relations industrielles, Université de Montréal)

Buts et méthodes: dégager les caractéristiques de l'offre potentielle de la population active ainsi que les forces et faiblesses du marché du travail de Sorel-Tracy et mettre l'accent sur le secteur secondaire, les industries lourdes et Marine Industries. Proposer dans un deuxième temps, à partir des problèmes et des forces mis en lumière, des éléments de politiques de main-d'oeuvre.

Source de financement: le Comité d'adaptation communautaire de Sorel-Tracy

Stade actuel des travaux: commencés en octobre 1981, les travaux devaient se terminer en février 1982 et les résultats seront rendus publics par le CAC Sorel-Tracy.

393. EVALUATION OF COMMERCIAL TRAINING PROGRAM C. Carmody (supervisor), S. Howard, M. Arsenault and K. Devine (P.E.I. Department of Labour, Research and Planning)

Objects and Methods: The object is to determine if the commercial training program had realized its objective of increased earning capacity or opportunities for employment. A survey of 100 commercial training graduates and 100 employers as well as instructors in the program and CEIC counsellors provided data.

Source of Finance: Canada Employment and Immigration Commission

Current Status of Project: The project began in May 1979 and is now completed. It has been published.

394. EXISTENCE OF SEARCH UNEMPLOYMENT IN CANADA K. Newton (supervisor), S. Gera and A. Hasan (Labour Markets Group, Economic Council of Canada)

Objects and Methods: The object of the research is to examine Search Theory of Unemployment as offering one explanation of the existence of voluntary unemployment. Predictions of this theory using Canadian data were tested using generalized regression technique.

Source of Finance: Economic Council of Canada

Current Status of Project: The research began in September 1980 and Economic Council discussion papers are already completed. The Study is expected to come shortly.

395. L'EXPLORATION DE VARIABLES PSYCHOLOGIQUES ET SOCIO-ÉCONOMIQUES RELATIVES AU CHOIX ET AU TRANSFERT DE SECTEUR ORGANISATIONNEL: UNE ÉTUDE LONGITUDINALE COMPARATIVE CHEZ DES M.B.A. QUÉBÉCOIS Y. Bordeleau et R. Haccoun (co-directeurs de thèse) et B. Fabi (Département des sciences de l'administration et de l'économique, Université du Québec à Trois-Rivières)

Buts et méthodes: l'objectif de ce projet est de déterminer, à partir de contacts téléphoniques, de questionnaires et d'analyses statistiques, si les profils psychologiques et socio-économiques des ressources humaines dans les secteurs privé et public sont comparables.

Source de financement: la Direction générale des études supérieures (D.G.E.S.)

Stade actuel des travaux: Commencés en 1978, les travaux sont maintenant terminés et ils ont déjà été publiés dans une thèse de doctorat soutenue avec succès en novembre 1981 à l'université de Montréal. Un ou deux articles suivront.

396. GENERAL SEGMENTATION SURVEY L.S. Osberg (Department of Economics), R. Apostle (Department of Sociology and Social Anthropology) and D. Clairmont (Department of Public Affairs, Dalhousie University)

Objects and Methods: The object of the research is to determine the existance and/or extent of labour market segmentation in the Maritimes and the connections (or lack of) therein between firms, establishments, workers and households. Fifteen hundred workers were interviewed from a stratified random sample of establishments. Establishment interviews were supplemented by CALURA and Dun and Bradstreet data.

Source of Finance: Social Sciences and Humanities Research Council; Dalhousie University and the Council of Maritime Premiers

Current Status of Project: The research began in the fall of 1978 and the second wave of interviews is being conducted. The project is expected to be completed in the fall of 1982. A monograph will be published by the Institute of Public Affairs. Articles in journals and hopefully a book will be produced as well.

397. LA GESTION PRÉVISIONNELLE DES RESSOURCES HUMAINES W.L. Price (surveillant) et A. Martel (Département des sciences de l'administration, Université Laval)

Buts et méthodes: l'objet de ce travail consiste à concevoir de nouveaux instruments pour la planification stratégique des ressources humaines. Cette étude devrait donc permettre de déboucher sur une gestion plus saine des entreprises québécoises.

À cette fin, les chercheurs ont utilisé les méthodes de recherche instrumentale élaborées en recherche opérationnelle et l'approche systématique, de même que certaines méthodes de design d'organisation et de systèmes d'information.

Source de financement: P.M.E. de la région de Québec (CRSNG Canada), FCAC (Québec)

Stade actuel des travaux: les travaux ont débuté en avril 1981 et devraient prendre fin en avril 1984. Les résultats seront consignés dans des documents de travail et des articles de revues.

398. HOSPITALITY MANPOWER NEEDS SURVEY C. Mayne (P.E.I. Department of Labour, Research and Planning)

Objects and Methods: The object is to determine the manpower needs in the hospitality industry. An interview with 189 food handling establishments on P.E.I. in March 1981 provided data.

Source of Finance: P.E.I. Department of Tourism, Industry and Energy

Current Status of Project: The project began in January 1981 and is now completed. It has been published.

399. IMMIGRANT WOMEN IN THE WINNIPEG GARMENT INDUSTRY, 1975-81
B. Roberts (History Department, University of Winnipeg) and A. Mendelsohn Zimmer (Union representative)

Objects and Methods: The research presents an analysis of wages, hours, conditions, health and safety issues; participation of unions and employers' associations in industry; the impact of new wages of immigrants, their problems; the impact of new technology; of the effect of government policy (Immigration, Employment tariff-quota regional development) subsidizes industry and provides workers; and of sex discrimination in all of the above. Research methods include standard documentary sources; union and manufacturers' files; policy and personal statements of officials; workers and community and immigrant service agency staffers; personal observation of workplace conditions in various plants.

Source of Finance: Partial funding from Secretary of State grant for Visiting Professorship

Current Status of Project: Research began in March 1981 and the manuscript has been partially drafted. The first stage will be completed in April 1982. The form of publication has not yet been decided.

400. THE IMPACT OF DEMOGRAPHIC CHANGE ON THE CANADIAN LABOUR MARKET M. Robertson (supervisor) and A.S. Roy (Strategic Policy and Planning Division, Department of Employment and Immigration)

Objects and Methods: The purpose of this paper is to explore some of the major post-war demographic developments as they relate to the functioning of the labour market and assess the impact of a changing demographic structure on labour force composition and unemployment in the 1980s. Regression analysis is combined with simulation technique to generate projections of labour force participation rates.

Source of Finance: Canada Employment and Immigration Department

Current Status of Project: Research began in early 1980 and is completed and available from Canada Employment and Immigration.

401. THE IMPACT OF DEMOGRAPHIC CHANGES ON UNEMPLOYMENT F. Reid (Centre for Industrial Relations, University of Toronto) and D. Smith (Department of Economics, Carleton University)

Objects and Methods: The object of the research is to determine the empirical impact of changing demographic aggregation weights on the overall unemployment rate over the period 1966-80, using computer simulation analysis.

Source of Finance: Self

Current Status of Project: Research begun in 1981 is completed and an article with the above title was published in Canadian Public Policy, Vol. 7, 1981, pp. 348-351.

402. IMPLICIT CONTRACTS IN GENERAL EQUILIBRIUM AND FRICTIONAL UNEMPLOYMENT J. Stiglitz (supervisor, Department of Economics, Princeton University), R. Arnott (Department of Economics, Queen's University) and A. Hosios (Department of Economics, University of Toronto)

Objects and Methods: The purpose is to investigate whether the amount of frictional unemployment is efficient when the implicit insurance provided by employment contracts is characterized by moral hazard. The method of Economic theory was used.

Source of Finance: National Science Foundation

Current Status of Project: The project began in December of 1980. The redrafting of papers has begun. It will be completed in the summer of 1982. A scholarly paper is planned.

403. INDUSTRIALIZATION AND LABOUR MARKETS IN ASIA D.A. Levin (supervisor, Department of Economics, University of Hong Kong), M. Ohtsu (College of Commerce, University of Saskatchewan) and Y. Nihei (Keio University, Tokyo)

Objects and Methods: The object of the research is to test the "convergence hypothesis" suggested by Clark Kerr et. al. against empirical data collected from several Asian countries. Qualitative analysis is the primary research method, supplemented by regression analysis.

Source of Finance: Japan Foundation primarily

Current Status of Project: Research began in 1975 and will be completed in December 1980. The following items have been completed:

1. Yasumitsu Nihei and others, Technology, Employment Practices and Workers: A Comparative Study of Ten Cotton Spinning Plants in Five Asian Countries, Centre of Asian Studies, University of Hong Kong, 1979, 136 pp.

2. Y. Nihei, D.A. Levin and M. Ohtsu, "Industrialization and Labour Markets in Asia: A Comparative Study of Ten Spinning Factories in Five Asian Countries", Economic Development and Cultural Change, (in press)

3. Yasumitsu Nihei and others, Industrial Relations in Asian Countries: A Comparative Study of Seven Garment Factories, Feb.'81 research report to the Japan Foundation, 178 pp.

404. INDUSTRIAL RELATIONS AND HUMAN RESOURCE MANAGEMENT COURSES TAUGHT IN ALBERTA AND BRITISH COLUMBIA COLLEGES IN THE 1978-79 ACADEMIC YEAR H.W. Roberts (Faculty of Extension, University of Alberta)

Objects and Methods: This study provides information on the number and context of courses in industrial relations and related subjects offered in community colleges in Alberta and British Columbia, the work experience, teaching experience and educational qualifications of those teaching the courses, and the numbers of students taking the courses conducted during the 1978-79 academic year.

Source of finance: Labour Canada

Current Status of Project: Research began in March 1980 and the report with the above title was published by Labour Canada in December 1980.

405. INDUSTRIAL RELATIONS AND HUMAN RESOURCE MANAGEMENT COURSES TAUGHT IN ONTARIO COLLEGES IN THE 1978-79 ACADEMIC YEAR R.S. Graves (Department of Business, St. Lawrence College, Kingston)

Objects and Methods: This study provides information on the number and content of courses in industrial relations and human resource management subjects offered in the Colleges of Applied Arts and Technology in the Province of Ontario. Included in the study are the qualifications and work experience of persons teaching these courses, the ways in which these courses were integrated into the college programs, and the numbers and proportions of students enrolled in the courses conducted during the 1978-79 academic year. This study is a continuation of Labour Canada's investigation into the preparation of managers for industrial relations functions.

Source of Finance: Labour Canada

Current Status of Project: Research began in May 1979 and the report with the above titled was published by Labour Canada in February 1980.

406. INDUSTRIAL RELATIONS AND HUMAN RESOURCE MANAGEMENT COURSES TAUGHT IN QUÉBEC COLLEGES IN 1978 J. Boivin and N. Martineau (Department of Industrial Relations, Laval University)

Objects and Methods: This study provides information on the number and content of courses in industrial relations and human resource management subjects offered in the Collèges d'enseignement général et professionnel (CEGEP's) in the province of Québec. Included in the study are the ways in which these courses are integrated into the college programs and the numbers and proportions of students enrolled in the courses. The study is confined to courses conducted during the 1978 calendar year. This study is part of Labour Canada's investigation into the preparation of managers for industrial relations functions.

Source of Finance: Labour Canada

Current Status of Project: Research began in February 1980 and the report of the above title was published in December 1980 by Labour Canada.

407. INDUSTRIAL TRAINING IN CANADA J. Schuyff (Ministry of Labour, Province of British Columbia)

Objects and Methods: The objects of the research are to identify the critical educational, economic and institutional issues and to outline policy development of industrial training in Canada using descriptive sources.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: Research which began in 1980 is completed and published in Labour Research Bulletin, Vol. 8, No. 7, July 1980.

408. L'INFORMATIQUE ET LE TRAVAIL M. Boisvert (École des hautes études commerciales, Université de Montréal)

Buts et méthodes: décrire et analyser par l'analyse intensive d'un cas l'incidence de l'entrée de l'informatique sur le marché du travail.

Source de financement: l'IRP et l'École des hautes études commerciales

Stade actuel des travaux: les travaux sont en cours depuis l'été 1981 et devraient prendre fin à l'automne 1982.

409. AN INQUIRY CONCERNING OCCUPATIONAL STRESS IN TAL: AIR WEAPONS CONTROLLER CLASSIFICATION F.C. Pinch (supervisor) and T. Stenton (B.P.S.O., Canadian Forces Personnel Applied Research Unit, Willowdale, Ontario)

Objects and Methods: This research is a "spin-off" from a previous project (1979) regarding development of a selection device for the same military organization. Literature review was the research method used.

Source of Finance: National Defence (Canadian Forces)

Current Status of Project: Research began in 1980 and is completed. Research results were published by the Canadian Forces Personnel Applied Research Unit as Working Paper 81-6.

410. LES INSTITUTRICES LAIQUES À L'ÉCOLE PRIMAIRE CATHOLIQUE AU QUÉBEC, 1900-1964 M. Thivierge (Université Laval)

Buts et méthodes: retracer la condition sociale et économique de femmes scolarisées, au travail, au Québec, à partir d'une étude du discours idéologique, d'une étude statistique et d'une enquête orale.

Source de financement: bourse - Conseil de recherche en sciences humaines du Canada; DGPS et FCAC (Québec)

Stade actuel des travaux: les travaux ont été réalisés entre spetembre 1979 et août 1981. Un livre a été publié aux Presses de l'Université du Québec.

411. INTER-OCCUPATIONAL MOBILITY P.P. Proulx (École de Relations Industrielles, Université de Montréal)

Objects and Methods: The major purposes of this project are to describe, explain and estimate certain effects of occupation to occupation mobility within and between establishments. This project will tabulate information from the Longitudinal Labour Force File (LLFF) on occupational mobility by age, sex, region, industry, reasons for job separation, level of earnings, etc.

Source of Finance: Employment and Immigration Canada

Current Status of Project: In September 1981 this research began and is still in progress. It is expected to be completed in July 1982. The decision to publish will be made by Employment and Immigration Canada.

412. JACK IN PORT: ORDER AND DISORDER IN THE SAILORTOWNS OF EASTERN CANADA J. Fingard (Department of History, Dalhousie University)

Objects and Methods: The aim is to analyze the nature of the sailor labour market in 19th century Québec, Saint John and Halifax

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project began in 1975 and was completed in 1981. A book is planned which will be published by the University of Toronto Press in 1982.

413. JOB CHARACTERISTICS OF REGISTERED NURSES S.K. Saha (supervisor), T. Shastri and J.A. Dearness (Faculty of Business Administration, Memorial University of Newfoundland)

Objects and Methods: The objective is to generate data on various job aspects of professional people. A questionnaire/ survey was used to collect data.

Source of Finance: Faculty of Business Administration, Memorial University of Newfoundland

Current Status of Project: The project began in September 1981 and is expected to be completed in January 1982. The collection of data is in progress. The publication of conference papers (ASAC and/or Academy of Management) has been planned.

414. JOB CHARACTERISTICS, MOTIVATION AND SATISFACTION IN JOBS OF PROFESSIONAL ACCOUNTANTS S.K. Saha (supervisor), T. Shastri and J.A. Dearness (Faculty of Business Administration, Memorial University of Newfoundland)

Objects and Methods: The purpose is to suggest how a job can be designed so that it is more satisfying for the job occupant. A questionnaire survey was used to collect data.

Source of Finance: Faculty of Business Administration, Memorial University of Newfoundland

Current Status of Project: The project began in September 1981 and is expected to be completed in January 1982. The collection data is in progress. Publication of articles in professional journals is planned.

415. LABOUR FORCE AND PARTICIPATION RATE GROWTH IN CANADA D. Ciuriak and H. Sims (Long Range and Structural Analysis Division, Department of Finance Canada)

Objects and Methods: The objects of the research are to assess the factors underlying the main patterns of change in participation rates in Canada since the 1950's and to use this analysis as a basis for projecting future participation rate and labour force growth. A wide variety of research methods were used.

Source of Finance: Government of Canada

Current Status of Project: The research was initiated in mid-1979 and is completed. The study was released as a technical working paper by the Department of Finance in the spring of 1980.

416. LABOUR FORCE PARTICIPATION AND THE RELATIVE INCOME HYPOTHESIS M. Robertson (supervisor) and A.S. Roy (Strategic Policy and Planning Division, Department of Employment and Immigration)

Objects and Methods: The object of this paper is to empirically test with Canadian data the relative income hypothesis which states that fertility and labour force participation depend upon relative income, where relative income refers to the current family income relative to the desired income level. A Generalized Least Squares econometric technique is used.

Source of Finance: Canada Employment and Immigration Department

Current Status of Project: Research began in March 1980 and is completed. It is available in mimeo form from Canada Employment and Immigration.

417. LABOUR MARKET BEHAVIOUR IN CANADA (1978-79) -- AN EXPLORATION WITH MICRO DATA C.M. Beach and S.F. Kaliski (Department of Economics, Queen's University)

Objects and Methods: Using newly available longitudinal and cross-sectional micro data on the Canadian labour force (principally A.W.P.S.). The object of this research is to investigate some unresolved and disputed questions relevant to policy.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The research began in January 1981 and is about halfway completed. It is expected to be completed in December of 1982. The form of publication is not yet planned.

418. LABOUR MARKET INFORMATION SYSTEM EXPLORATORY STUDY C. Mayne (supervisor) and M. Arsenault (P.E.I. Department of Labour, Research and Planning)

Objects and Methods: The objective is to determine the most effective and efficient means of collecting labour market information. The methods of research used were a summary of the available data and a review of other provinces collection methods.

Source of Finance: Development Plan Funding

Current Status of Project: The project began in September 1980 and is now completed.

419. LABOUR MARKET RENTS, THE STRUCTURE OF LABOUR MARKETS AND THE RESPONSE TO FLUCTUATIONS IN DEMAND R.J. Handa (Department of Economics, McGill University)

Objects and Methods: The object of the research is to examine the structure of career and casual labour markets on the basis of a labour markets rents model, as well as wage discrimination, seniority provisions, etc., using primarily theoretical research methods.

Source of Finance: None

Current Status of Project: Research began in 1981 and is in the early stages. The project is scheduled to be completed in 1983. Publication of articles is planned.

420. LABOUR MARKET TURNOVER IN CANADA P.P. Proulx (École de relations industrielles, Université de Montréal)

Objects and Methods: The purpose of this research project is to improve our understanding of labour market turnover in the Canadian labour market. A clear understanding of this phenomenon is vital to the development of labour market policy. The development of the Longitudinal Labour Force File (LLFF) by Employment and Immigration Canada makes it possible to address these issues.

Source of Finance: Employment and Immigration Canada

Current Status of Project: The project began in September 1981 and is still in progress. It is expected to be completed in July 1982. The decision to publish will be made by Employment and Immigration Canada.

421. LABOUR SUPPLY UNDER UNCERTAINTY P. Coyte (Department of Economics, Simon Fraser University)

Objects and Methods: An examination of labour supply under uncertainty is being carried out by means of the application of traditional economic theory and attempts at empirical implementation of propositions made.

Source of Finance: Self

Current Status of Project: Research began in September 1981 and is scheduled to be completed in March 1982. Publication of research results in academic journals is planned.

422. LEGAL ASPECTS OF VOCATIONAL TRAINING IN THE USSR Y. Luryi (Faculty of Law, University of Western Ontario)

Objects and Methods: The purpose of the research is to examine the legal aspects of vocational training in the USSR.

Source of Finance: United Nations Council for Soviet and Eastern European Research

Current Status of Project: The research is completed and will form part of a book.

423. MANPOWER FORECASTING IN CANADA: A DISCUSSION OF THE ISSUES D.K. Foot, M. Meltz and F. Siddiqui, (eds.) (Institute for Policy Analysis and Centre for Industrial Relations, University of Toronto, and Ontario Manpower Commission, respectively)

Objects and Methods: This volume presents the proceedings of a symposium held on Manpower Forecasting in Canada in June 1980. It covers the activities of the various research groups and agencies which are either preparing or are major users of these forecasts. Proceedings of a symposium was the source used.

Source of Finance: Employment and Immigration Canada and the Ontario Manpower Commission

Current Status of Project: Research began in June 1980 and was published by the Centre for Industrial Relations, University of Toronto. It is available as a joint CIR/OMC Monograph.

424. LES MARCHÉS DU TRAVAIL À MONTRÉAL ET À TORONTO R. Lacroix (surveillant), J.-M. Cousineau et F. Vaillancourt (Département des sciences économiques, Université de Montréal)

Buts et méthodes: à partir de conventions collectives, d'une enquête MHQ de 1973, des enquêtes EFC de 1977 et de 1979, ainsi que des données de Travail Canada d'octobre 1979, comparer les marchés de travail de Montréal et de Toronto à l'aide d'indicateurs de la qualité de la main-d'oeuvre, de l'état du marché du travail, du climat des relations de travail et de la rémunération.

Source de financement: le Centre d'études en administration internationale, l'École des hautes études commerciales

Stade actuel des travaux: entreprise en mai 1981, la recherche devrait se terminer en mai 1982 et on prévoit en publier les résultats dans un recueil de textes.

425. UN MODÈLE DE PRÉVISION DE LA MAIN-D'OEUVRE DENTAIRE J.-M. Brodeur et A.-P. Contandriopoulos (Département d'Administration de la santé, Université de Montréal)

Buts et méthodes: à partir des résultats d'enquêtes qui ont été menées au Québec sur l'activité professionnelle des dentistes et sur la participation au régime d'assurance-maladie du Québec de même que sur la santé dentaire d'une population échantillonnée, analyser les facteurs qui influencent la productivité des dentistes; estimer l'offre de services et leur utilisation.

Source de financement: le Conseil de la recherche socio-économique du Québec et le Conseil de la recherche en santé du Québec

Stade actuel des travaux: un rapport final est en préparation et sera déposé en avril 1982.

426. MODELLING WORKFORCE HISTORY P. Krishnan (Department of Sociology, University of Alberta)

Objects and Methods: The object is to improve the methodology of work life tables and to provide estimates of life time spent in "unemployed", "employed" statuses by their various categories, e.g., unemployed by voluntary as opposed to involuntary reasons. Stochastic process modelling, and Markov renewal process appproximation are the methods used.

Source of Finance: Department of Sociology, University of Alberta

Current Status of Project: The project was started in January 1977. The model has been developed. A journal article titled "A Stochastic Process Model of Workforce History" was published in Statistics, No. 39, 1979, pp. 625-632. The researcher has been unable to obtain the appropriate data for a Canadian application, therefore the completion data is unknown at this time.

427. A MODEL OF THE JOINT DETERMINATION OF THE LABOUR FORCE PARTICIPATION AND FERTILITY DECISIONS OF MARRIED WOMEN P. Chinloy (supervisor, Department of Economics, University of British Columbia) and R.L. Mazany (Department of Economics, Dalhousie University)

Objects and Methods: The object is to examine the interactions between the labor force participation and fertility decisions of married women within the context of a simultaneous to see if the policy implications differed from single equation models. Data came from a Michigan panel survey of income dynamics (longitudinal data). Econometric estimation used maximum likelihood estimation on a 3-equation model.

Source of Finance: Departmental funds for computer funds for graduate students

Current Status of Project: The project began in 1979 and is completed. Journal articles are planned.

428. MODEL WORKING LIFE TABLES AND LABOR FORCE PARTICIPATION RATES P. Krishnan (supervisor), R. Chow and N.M. Lalu (Department of Sociology, University of Alberta)

Objects and Methods: The intention is to develop estimates of working life from incomplete data such as crude participation rates, whether obtained from censuses or surveys. Regression analysis and working life methodology combined with model life tables produced the data.

Source of Finance: Department of Sociology, University of Alberta provides the computer time and other resources in kind

Current Status of Project: The project began in May 1981 and is expected to be finished in July 1982. A paper is ready and the results were presented in the joint statistical meetings in Detroit, in August 1981. A book of tables, in mimeographed form will be released through the Population Research Laboratory, Department of Sociology, University of Alberta.

429. MODIFIED WORKING LIFE TABLES FOR MALES AND FEMALES IN CANADA P. Krishnan (supervisor), L. Kurian and M. Penning (Department of Sociology, University of Alberta)

Objects and Methods: The objective is to develop a more meaningful approach towards measuring labor force participation, and working life in Canada. The methodology is very general and can be applied to any country. A working life table technique on newly defined age specific participation rate which is centered around the time factor is used.

Source of Finance: Department of Sociology, University of Alberta

Current Status of Project: This project began in September of 1980 and is expected to be completed in December of 1982. Some progress has been made in developing new measures of labor force participation rates with available data. Journal articles are planned.

430. NOTES ON MACROECONOMIC MODELS F. Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: This project provides a critique of the use of macro-forecasting models in manpower analysis.

Source of Finance: Not known

Current Status of Project: The research was published in Manpower Forecasting in Canada: A Discussion of the Issues D.K. Foot, et al. (eds.) Ottawa: Employment and Immigration Canada, 1980, pp. 21-23.

431. LE NOUVEAU RÉGIME DE SÉCURITÉ D'EMPLOI DANS L'INDUSTRIE DE LA CONSTRUCTION AU QUÉBEC J. Sexton et C. Leclerc (Département des relations industrielles, Université Laval)

Buts et méthodes: à l'aide d'une étude documentaire et d'entrevues, présenter et analyser le nouveau règlement sur le placement des salariés dans l'industrie de la construction au Québec (A.C. 3282-77 tel qu'amendé).

Source de financement: Travail Canada

Stade actuel des travaux: un cadre de référence a été formulé et la présentation du régime est complétée. Un livre et des articles devraient paraître. Les travaux ont été terminés en août 1980.

432. NOVA SCOTIA MANPOWER SURVEY N. Vanstone and J. Patterson (supervisors, Nova Scotia Department of Labour and Manpower, Research Division) and Decima Research

Objects and Methods: The object is to look at manpower issues in the manufacturing industry with particular emphasis on skill needs. Personal interviews conducted by a consulting firm supplied data.

Source of Finance: Nova Scotia Department of Development

Current Status of Project: The project began in March 1981 and was completed in November 1981. An Executive Summary is to be published.

433. OCCUPATIONAL CLASSIFICATIONS FOR HUMAN RESOURCES DEMAND AND SUPPLY ESTIMATES P.P. Proulx (École de relations industrielles, Université de Montréal)

Objects and Methods: This project will attempt to propose a classification of occupations reflecting occupational transers, educational - occupational links - especially for youth - but also for certain professions (i.e., in the health sciences, etc.); and communality and transferability of standard activities and skills especially as developed by the Jobscan project for the Craft Trades. An exhaustive review of studies on education-training-occupation links will be undertaken. The possibility of utilizing LLFF data from the CMTP and CMITP files for this purpose will be explored.

Source of Finance: Employment and Immigration Canada

Current Status of Project: The project began in September 1981 and is currently in progress. It is planned to be completed in July 1982. The decision to publish publication will be made by Employment and Immigration Canada.

434. OCCUPATIONAL FACTORS IN ALCOHOLISM P.C. Whitehead (supervisor) and J. Simpkins (Department of Sociology, University of Western Ontario)

Objects and Methods: The objects of the research are 1) to review the existing literature concerning the relationship between occupations and alcoholism; 2) to identify the structural features of occupations that the literature identifies to be risk factors; 3) to provide an example of how these risks might be assessed empirically and 4) to explore some implications for prevention. A review of pertinent literature and a questionnaire/survey are the research methods used.

Source of Finance: The Addiction Research Foundation of Ontario

Current Status of Project: The project began in 1980 and is completed for publication early in 1982 as Chapter 15 in Benjamin, Kissin and Henri Begleiter (eds.), Biology of Alcoholism: Psychosocial Pathogenesis of Alcoholism, Vol. 7, New York: Plenum.

435. PARTICIPATION RATE-FEMALES G. Wright and A. Kennedy (Alberta Department of Labour, Planning and Research Branch)

Objects and Methods: The object is to provide a data package on the seasonal swings in female labour force participation. Information searches and data analysis are the methods used.

Source of Finance: Departmental Budget

Current Status of Project: The research started April 9, 1981 and was completed May 25, 1981. There are no publication plans.

436. PATTERNS OF WORKER MIGRATION: A STUDY OF BRITISH COLUMBIA COMMUNITIES R. Kunin (supervisor) and E.H. Brown (Canada Employment and Immigration Commission, Vancouver, B.C.)

Objects and Methods: The object of the research is to evaluate alternative theories of intercommunity migration - e.g., "push-pull", Lansing & Mueller, Cordey-Hayes & Gleave - in the context of B.C. communities, and thereby to draw implications for policy making, modelling, forecasting, and so on. Standard econometric techniques will be applied to existing available data.

Source of Finance: Self

Current Status of Project: Research was initiated in December 1979 and was completed in September 1980. It was published in the summer/fall 1981 issue of Thrust: The Journal for Employment and Training Professionals.

437. LE PROFESSIONNALISME CHEZ LES JOURNALISTES FRANCOPHONES J. Thwaites (surveillant) et M. Lajoie (Département des relations industrielles, Université Laval)

Buts et méthodes: L'objectif de la recherche est d'appliquer la théorie de R. Dahrendorf aux revendications professionnelles des journalistes de certains quotidiens francophones au cours des deux dernières décennies et la méthode consiste en entrevues et en une analyse de documents.

Source de financement: la Thèse de maîtrise en relations industrielles

Stade actuel des travaux: les travaux s'échelonnent entre 1981 et 1983.

438. LES PSYCHOLOGUES ET LES CONSEILLERS D'ORIENTATION FACE À L'ÉVALUATION DE LEURS INTERVENTIONS C. Lecomte (surveillant), R. Blais et L. Tremblay (Département de psychologie, Université de Montréal)

Buts et méthodes: à partir d'un questionnaire validé à l'aide d'une analyse factorielle et d'entrevues semi-structurées, étudier les attitudes des psychologues et des conseillers en orientation face à l'évaluation systématique de leurs services et de leurs interventions.

Source de financement: l'Office des professions du Québec

Stade actuel des travaux: les travaux ont débuté le 1er janvier 1981 pour se terminer le 1er janvier 1982. Les résultats feront l'objet d'un rapport et d'une monographie tirée à 5000 exemplaires.

439. PSYCHOLOGY OF WORK: BASIC CONCEPTS M.E. Morf (Department of Psychology, University of Windsor)

Objects and Methods: The object is to analyse the relationship between five broad and basic concepts on which the psychology of work relies. The five concepts are, structure of the work situation, motivation, ability, competence and quality of products. A review of the literature, a re-examination of statistics pertaining to education, ability levels, and occupations were the research methods used.

Source of Finance: None

Current Status of Project: The project began in 1975. Three of five parts have reached the stage of "limited publication". It is expected to be completed in the summer of 1983. A book is planned.

440. LES RELATIONS QUÉBEC-ÉTATS-UNIS: UNE ÉTUDE DE LA MAIN-D'OEUVRE MANUFACTURIÈRE DU TEXTILE ET DE LA CHAUSSURE (1900-1940) M. Brunet, H. Rouillard et B. Ramirez (Département d'histoire, Université de Montréal)

Buts et méthodes: çtudier les aspects socio-économiques de la main-d'oeuvre du textile et de la chaussure au Québec et en Nouvelle-Angleterre.

Source de financement: le ministère de l'Éducation du Québec (FCAC)

Stade actuel des travaux: le projet a débuté en juin 1979 et se poursuit jusqu'en mai 1982. L'analyse de sources primaires est terminée et il y a eu présentation de conférences. Les résultats paraîtront dans des articles de revues.

441. REPENSER L'ÉVALUATION DU POTENTIEL HUMAIN G. Ouellet (surveillant) et P. Dionne (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: en se fondant sur un relevé de la littérature et une expérimentation par modules, et à partir des résultats d'une recherche théorique, élaborer un nouveau modèle d'analyse fondé sur l'approche systémique. Ce projet fait suite aux travaux de 1979 intitulés "Repenser la sélection" (469).

Source de financement: aucune

Stade actuel des travaux: entrepris en septembre 1981, le projet en est au stade de la rédaction et la publication d'un volume de vulgarisation est envisagée lorsque les travaux seront terminés en 1983.

442. REPORT TO HAMILTON STATUS OF WOMEN COMMITTEE: EMPLOYMENT AND SEX DISCRIMINATION IN CITY HALL R. March (Department of Political Science, McMaster University)

Objects and Methods: The object of this research is to assess the extent of sex discrimination at Hamilton City Hall. A complete census of all employees by means of a questionnaire, and computer processing are used as data for this report.

Source of Finance: Status of Women Committee

Current Status of Project: The project began in 1978 and was completed in July of 1980. The report has been turned over to the Committee and will also form part of a larger monograph on Women in Canada.

443. A RESEARCH PAPER AND FEASIBILITY STUDY INVESTIGATING NON-CREDIT SHORT COURSES IN INDUSTRIAL RELATIONS AND HUMAN RESOURCES MANAGEMENT OFFERED IN CANADA IN 1980 R.S. Graves (Business Department, St. Lawrence College, Kingston)

Objects and Methods: The purpose of the research is to establish in general terms the approximate extent of short courses, seminars and workshops being conducted in Canada in the Industrial Relations and Human Resources Management subject areas that do not fall within the scope of the Labour Canada studies on University and Community College credit courses. These educational activities in the study would normally be non-credit and offered for a fee. The research is divided into two main sections. The first section is "The Kingston Study" and it includes a detailed look at the Industrial Relations/Human Resources Management educational activity in Kingston, Ontario during 1980. The courses, student enrolment and organizations offering these courses are detailed along with commentary on the activity. The second main section is "A National Study" which attempts to use the Kingston study and other researched material

to look at the feasibility of attempting a national study of this type of educational activity. As well, an attempt is made to estimate the minimum level of activity in the area of Industrial Relations/Human Resources Management short courses and seminars across Canada in 1980.

Source of Finance: Labour Canada contract

Current Status of Project: Research began in March 1980 and the paper was completed and submitted to Labour Canada in February 1981.

444. RURAL-URBAN MOBILITY OF SCHOOL TEACHERS IN SASKATCHEWAN P.Y. Walmsley and M. Ohtsu (supervisors) and A. Verma (College of Commerce, University of Saskatchewan)

Objects and Methos: The object of the research is to investigate the determining factors of migration of teachers from rural to urban school districts in Saskatchewan using discriminant analysis.

Source of Finance: Primarily the Saskatchewan Department of Labour

Current Status of Project: The research began in 1974 and was completed in December 1980. One journal article is planned from the research.

445. LA SÉGRÉGATION SEXUELLE DES FONCTIONS: L'ÉTUDE DE LA FONCTION PUBLIQUE FÉDÉRALE CANADIENNE C. Simard (Département de sciences politiques, Université du Québec à Montréal)

Buts et méthodes: à partir de données quantitatives du Conseil du Trésor et de la Commission de la fonction publique, étudier la structure des postes qui existent au gouvernement fédéral et l'importance de la variable sexuelle dans cette structure.

Source de financement: aucune

Stade actuel des travaux: les recherches sont terminées et seront probablement publiées.

446. SELECTION OF LAW ENFORCEMENT OFFICERS C.E. McInnis (School of Psychology, University of Ottawa)

Objects and Methods: The purpose of the research is to undertake, on behalf of the Solicitor General of Canada, critical evaluation of the selection of classification systems in major North American law enforcement agencies with their possible application to the RCMP selection and assessment process. On-site visits, discussions and questioning (interviews) were used to collect data.

Source of Finance: Solicitor General of Canada

Current Status of Project: The project began in the summer and autumn of 1979 and is now completed. A bilingual article appears in the Police College of Canada Journal.

447. SEX DISCRIMINATION IN THE CANADIAN LABOUR MARKET: THEORIES, DATA AND EVIDENCE M. Gunderson and F. Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research is to explore the existence of sex discrimination in the Canadian labour market from a theoretical and empirical point of view.

Source of Finance: Not known

Current Status of Project: A report detailing the research findings will be published by Labour Canada, 1982, 86 pages.

448. SHARING THE WORK: AN ANALYSIS OF THE ISSUES OF WORKSHARING AND JOBSHARING N.M. Meltz, F. Reid and G.S. Swartz (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research is to analyze the issues and to assess the effects of employment sharing on labour costs and labour supply. On this basis, policies to encourage worksharing are assessed from the viewpoint of labour, management and government. Computer simulation analysis was applied as well as theoretical model development and an empirical analysis of industries with worksharing provisions in their contracts.

Source of Finance: Ontario Ministry of Labour

Current Status of Project: Research began in September 1978 and was completed in May 1980. A book entitled Sharing the Work was published by the University of Toronto Press in 1981.

449. SIGNALLING AND THE CHOICE OF EMPLOYMENT CONTRACTS P.L. Siklos (Department of Economics, Wilfrid-Laurier University)

Objects and Methods: The object of the research is to explain the choice of employment contracts in the labour market using the following research methods: signalling/screening model; theory of Public Goods and empirically - Probit, Logit models.

Source of Finance: Not known

Current Status of Project: Research begun in May 1981 is completed. Publication of journal articles is planned on the subject of effect of unions on wages, total compensation and the degree of unionization, and the demand for insurance under alternative employment contracts.

450. THE SPATIAL STRUCTURE OF METROPOLITAN LABOUR MARKETS A.J. Scott (Department of Urban and Regional Planning, University of Toronto)

Objects and Methods: The study is an attempt to describe and to analyze statistically the geography of industrial labour markets in Metropolitan Toronto. The study is based on unpublished data from the 1971 Census of Population. Three major lines of investigation will be pursued. First, spatial patterns of industrial labour supply and demand will be examined to determine whether or not significant labour sub-markets exist within the metropolitan area. Second, these sub-markets will be characterized by socio-economic and occupational type. Third, the concomitant geographical structure of industrial wage rates will be investigated as an outcome of (a) spatial variations in labour supply and demand and (b) the mutual interdependence/non-interdependence of labour sub-markets. It is hoped to apply the results of this enquiry to a wider model of intra-urban industrial location.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: Research began in 1980.

451. SUPPLY AND DEMAND FOR ENGINEERING TECHNOLOGISTS AND TECHNICIANS M. Robertson (supervisor) and A.S. Roy (Strategic Policy and Planning Division, Department of Employment and Immigration)

Objects and Methods: The purpose of the study is to provide an analysis of past trends in the supply and demand for engineering technologists and technicians and to provide projections to 1985. Makes use of data from a variety of diverse sources including projections based on COFOR (Canadian Occupational Forecasting) model.

Source of Finance: Canada Employment and Immigration Department

Current Status of Project: Research began in the summer of 1981 and is currently in preliminary draft form. It is scheduled to be completed by March 1982. Publication of a monograph is planned.

452. THE SUPPLY AND DEMAND OF VOCATIONAL TEACHERS FOR SECONDARY SCHOOLS IN ALBERTA D.R. Young (supervisor) and S. Channan (Department of Industrial and Vocational Education)

Objects and Methods: This study is designed to assess the supply and demand for vocational teachers for secondary schools in Alberta. Teachers will be ranked by trade area or occupational speciality with identification of possible imbalance in supply and demand. All the vocational schools in Alberta will be surveyed by a mailed instrument to provide research data.

Source of Finance: University of Alberta - General Research Fund

Current Status of Project: The project began in October 1981 and is expected to be completed in May 1982. A review of the literature and an instrument development is in progress at present. An article in the Canadian Vocational Journal is planned.

453. SUPPLY OF AND DEMAND FOR ENGINEERS IN CANADA TILL 1990
K.S.R. Murthy (Department of Economics, Trent University) and E.B. Harvey (Department of Sociology, University of Toronto)

Objects and Methods: The purpose is to forecast the demand for and supply of Engineering Professionals till 1990 and examine the likely imbalances. Econometric forecasting using the CANDIDE Econometric model and regression analysis - surveys of hiring intentions of the employers were the research methods used.

Source of Finance: Technical Service Council, Toronto

Current Status of Project: The project got underway in January of 1980 and was completed in the summer of 1980. It was published as a monograph by the Technical Service Council, Toronto.

454. LE TRAVAIL À DOMICILE DANS L'INDUSTRIE DU VÊTEMENT AU QUÉBEC
M. Grant (Département des sciences administratives), R.-R. Lizée (Département des sciences économiques, Université du Québec à Montréal) et P. Tétrault (Université du Québec à Montréal)

Buts et méthodes: à partir d'un questionnaire et d'entrevues semi-directifs, d'une recherche documentaire, de rencontres avec des représentants de syndicats, du patronat et de comités paritaires, évaluer l'ampleur du travail à domicile et mettre en lumière les facteurs qui amènent les employeurs à recourir à ce type de travail. Étudier les motifs qui poussent les femmes à accepter ce travail. Étudier l'impact du travail à domicile sur le mouvement syndical. Dégager des recommandations sur les différents moyens possibles de corriger la situation ou de l'améliorer.

Source de financement: la F.T.Q. - l'Union internationale des ouvriers du vêtement pour dames (FTQ); les Travailleurs amalgamés du vêtement et du textile (FTQ); l'Université du Québec à Montréal

Stade actuel des travaux: entrepris en avril 1981, les travaux en sont au stade des entrevues des ouvrières. On prévoit les terminer pour mai 1982 et présenter par la suite le rapport à la FTQ.

455. LE TRAVAIL ET LE GENRE DE VIE S. Langlois (Département de sociologie, Université Laval)

Buts et méthodes: à partir de quelques sondages et de deux enquêtes menées auprès de vastes échantillons de répondants, étudier les rapports entre le travail et le genre de vie dans la société québécoise, faire un examen critique de la thèse de l'embourgeoisement et dégager les aspirations et les valeurs de différents groupes professionnels.

Source de financement: CQRS (et autres sources à venir)

Stade actuel des travaux: le calendrier des travaux va de mai 1981 à septembre 1983. Pour l'instant, le chercheur en est à l'analyse des données. Les résultats seront consignés dans des articles et des rapports de recherches.

456. LES TRAVAILLEURS ÂGÉS - UN EXAMEN DE LITTÉRATURE Lewis Normande (Centre de recherche et de statistiques sur le marché du travail, ministère du Travail et de la Main-d'oeuvre du Québec)

Buts et méthodes: l'étude est fondée sur un examen critique d'une bibliographie et elle vise à faire le recensement des principaux problèmes des travailleurs âgés sur le marché du travail et à avancer les grandes lignes de solutions possibles.

Source de financement: les fonds courants du ministère du Travail de la Main-d'oeuvre et de la Sécurité du Revenu (Québec)

Stade actuel des travaux: l'étude a été publiée en novembre 1979 par le Centre de recherches et de statistiques sur le marché du travail.

457. UNCERTAINTY, SELF-SELECTION AND INVESTMENT IN SPECIFIC HUMAN CAPITAL P. Coyte (Department of Economics, Simon Fraser University)

Objects and Methods: Traditional economic theory and attempts at empirical implementation of propositions made concerning human capital are the research methods used.

Source of Finance: Self

Current Status of Project: Research began in October 1981 and is scheduled to be completed in May 1982. Publication in academic journals is planned.

457. UNEMPLOYMENT: COMPARATIVE ANALYSIS IN DIFFERENT SOCIETIES S. Chodak (supervisor) and Graduate Students (Department of Sociology, Sir George William Campus, Concordia University)

Objects and Methods: The object of the research is to investigate the new causes of unemployment as well as poverty and other social problems and how attempts to solve these problems cause change in the function of the state.

Source of Finance: Not known

Current Status of Project: Research began three years ago. Publication is planned in the form of several articles and a book.

458. UNEMPLOYMENT-INSURANCE ASSISTED WORKSHARING AS AN ALTERNATIVE TO LAYOFFS: THE CANADIAN EXPERIENCE F. Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research is to examine assisted worksharing as an alternative to layoffs as related to employment in Canada.

Source of Finance: Not known

Current Status of Project: An article will appear in Industrial and Labour Relations Review, Vol. 35, April 1982, (forthcoming).

459. WOMEN IN NEAR-COMBAT ENVIRONMENTS Major F.C. Pinch (supervisor), D.G. Forestell and R.E. Park (Canadian Forces Personnel Applied Research Unit, Willowdale, Ontario)

Objects and Methods: The aims of the research are to (a) monitor changes in the occupations in Canadian society and in military and paramilitary organizations and (b) conduct research to assess the impact of employing women in near-combat environments (non-combat ships and aircraft, land combat support and in isolated environments) on unit operational effectiveness. Data are drawn from secondary sources of female labour force participation in Canada and Western industrialized nations. Survey questionnaires administered to CF personnel, interviews with CF personnel, participant observation studies and public opinion surveys.

Source of Finance: Department of National Defence

Current Status of Project: Research began in November 1979 and the data are being analyzed. The project is scheduled to be completed in 1985. Internal (CFPARU) research reports resulted. Publications include "Attitudes Toward Women's Roles: A Preliminary Analysis of Canadian Forces Personnel," Proceedings of the 22nd Annual Conference of the Military Testing Association, Toronto, 1980, Lieutenant D.G. Boyce and Captain B.E. Belec.

460. WOMEN IN PROFESSIONAL SCHOOLS IN HALIFAX P. Felt and J. Keyes (Department of Sociology, Acadia University)

Objects and Methods: The object is to examine occupational and family aspirations of women in various professional fields through the use of semi-structured interviews. The contrasts between aspirations in traditionally male and female fields and the contrasts between men and women in professional schools are being looked for.

Source of Finance: None

Current Status of Project: The project began in the winter of 1979 and it has been terminated.

461. WOMEN, MEN AND SOCIOECONOMIC INDICES: AN ASSESSMENT M. Boyd and H.A. McRoberts (Department of Sociology, Carleton University)

Objects and Methods: The object of the research is to review the literature on the socioeconomic scales used to represent the status of men and women in the labour force and to empirically assess the consequences of using the Blishen-McRobers index versus the Blishen-Carroll index in male-female comparisons.

Source of Finance: GR-6 (Social Sciences and Humanities Research Council); Carleton University

Current Status of Project: The project began in the fall of 1980 and the specific project is completed. The research will appear as a chapter in Mary Powers (ed.) Socioeconomic Status: Concepts and Measurement Issues. Washington, D.C. American Association for the Advancement of Science, January 1982.

462. WORK HISTORY PROFILES OF SKILLED TRADESMEN IN THE CANADIAN MINERAL INDUSTRIES: A PRELIMINARY INVESTIGATION T.F. Cawsey (supervisor) and R.B. McAdam (School of Business and Economics, Wilfrid-Laurier University)

Objects and Methods: The objective of the work is to lay a sound base for subsequent assembly of data on tradesmen who join or leave the mining industry. Among the methods used were interviews with tradesmen, analysis of work history data and analysis of Federal Mobility Assistance Grants.

Source of Finance: Centre for Resource Studies, Queen's University

Current Status of Project: The project began in April 1981 and is in the working paper stage. It is expected to be completed by December 31, 1981. Publication of working papers from the Centre for Resource Studies, Queen's University is planned.

463. WORKING LIFE TABLES FOR JAPAN, NEPAL AND SRI LANKA P. Krishnan (Department of Sociology, University of Alberta)

Objects and Methods: The purpose of the study is to develop estimates of working life for the above countries. The research methods include working life methodology and the model working life tables.

Source of Finance: Department of Sociology, University of Alberta

Current Status of Project: The research began in August of 1981 and it is intended to be finished in December of 1982. Publication of journal articles is forthcoming.

464. YOUTH UNEMPLOYMENT: THE IMPORTANCE OF EDUCATION IN LABOUR MARKET ANALYSIS J. Sen (Department of Sociology, Ontario Institute for Studies in Education)

Objects and Methods: The object of the research is to study youth unemployment from the viewpoint of educational attainment.

Source of Finance: Ontario Institute for Studies in Education (OISE)

Current Status of Project: Research began in May 1979 and was completed in December 1980. It is a book length study which is with OISE Press for publication.

G.

COMPOSITE AND MISCELLANEOUS
MIXTES ET DIVERSES

465. AGRICULTURAL LABOUR AND THE WHEAT ECONOMY, 1890-1930
W.J.C. Cherwinski (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object of the research is to trace the relationship between agricultural labour and the wheat economy by means of historical research. Extensive archival sources in a variety of Canadian depositories are being used.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: The project began in 1978 and the archival research is almost completed. Project completion date is as yet undetermined. A monograph is planned from the research material.

466. BENEFIT-COST ANALYSIS OF TEACHER EDUCATION IN SASKATCHEWAN
P.Y. Walmsley and M. Ohtsu (supervisors) and A. Verma (Department of Industrial Relations and Organizational Behavior, College of Commerce, University of Saskatchewan)

Objects and Methods: The object of the research is to investigate the relationship between benefit-cost ratio of different teacher education programs and wage differentials among different classes of teachers by means of benefit-cost analysis and regression analysis.

Source of Finance: Saskatchewan Department of Labour primarily

Current Status of Project: Research began in 1975 and will be completed shortly.

467. THE BRITISH MOTOR VEHICLE INDUSTRY 1896-1932: INDUSTRIAL RELATIONS AND TECHNICAL CHANGE L. Hannah (supervisor, London School of Economics and Political Science, London, England) and W. Lewchuk (Department of Economics, McMaster University)

Objects and Methods: The objective is to investigate why British producers adopted certain methods of production with special reference to the assembly line and Fordism. Information was obtained from company records, professional journals, union records, and the records of employer associations.

Source of Finance: None

Current Status of Project: The project began in 1978 and is near completion. It is to be completed by the spring of 1982. A book is intended to be published.

468. CANADA'S POPULATION OUTLOOK: DEMOGRAPHIC FUTURES AND ECONOMIC CHALLENGES D.K. Foot (Institute for Policy Analysis and Department of Political Economy, University of Toronto)

Objects and Methods: This book outlines Canada's population futures at the provincial level to the turn of the century and beyond. It explores numerous alternative scenarios, which is followed by a wide-ranging analysis of the associated economic and public policy challenges. Special topics include the outlooks for educational institutions and labour force growth. A slightly modified version of the multiregional population projection model developed by Statistics Canada is used to generate 14 alternative scenarios at the provincial level. These form the basis for all subsequent analyses.

Source of Finance: Canadian Institute for Economic Policy (CIEP)

Current Status of Project: Research began in January 1980 and a revised book manuscript was completed in September 1981 and accepted for publication by Lorimer Publishing (for CIEP).

469. CATHOLIC SOCIAL THOUGHT AND ACTION IN ONTARIO 1931-61 M.J. Bliss (supervisor) and B. Hogan (Saint Basil's College, Toronto)

Objects and Methods: This research is an attempt to establish connections existing between thought and action in Ontario on the part of a large Christian church. The researcher is examining ecclesiastical pronouncements and the work of study clubs and individuals in attempting to bring teachings to reality in their immediate environment. Research sources include Church archives and repositories of information preserved by individuals and institutions. A good deal of the research deals with the social awareness and involvement of Roman-Catholic post-secondary institutions in the province. Considerable oral history is being incorporated.

Source of Finance: University of Toronto Doctoral Fellowship; Social Sciences and Humanities Research Council and Ontario Grad. School

Current Status of Project: Research began in August 1979 and is completed. Writing is in progress and is scheduled to be completed in August 1982. A book may be published.

470. CHANGES IN BANKING PRACTICE IN ENGLAND AND WALES 1800-1844
D.J. Moss (Department of History, University of Alberta)

Objects and Methods: The object is to analyze changes in banking practice caused by a shift from the private to the joint-stock mode of organization and by the increasing influence of a central bank. This will involve analysis of all aspects of banking including labour relations. A comparative analysis of: ledger books, cash books, etc.; correspondence of managers and directors; Minute books; business archives of individual companies, and computer analysis of statistical material all aided in the research.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project began in the Summer of 1980 and is expected to be completed in 1985. One quarter of the project is completed at present. A series of articles and a book has been planned. The first article will appear in Business History in the spring of 1982.

471. CHANGING SEX ROLES IN CANADA AND MEXICO: A COMPARATIVE STUDY
M.B. Brinkerhoff (Department of Sociology, University of Calgary)

Objects and Methods: The object is to investigate women's roles in the work and family systems. Answers are sought to questions like: does the interdependence of women's role in work and family differ in an industrialized country from that of a developing country; what are the barriers which influence women's work in Canada as compared to Mexico; what are the effects of women's work on family relationships including marital satisfaction, division of household labor, family power, etc. Survey methodology, analysis of documents and unstructured interviews were used. While the methodology is comparative, the major technique of data collection was structured interviews.

Source of Finance: Canada Council Leave Fellowship, Canada Council Research grant, and a Killam Resident Fellowship

Current Status of Project: The project started in 1975 and is continuing. Papers have been presented at the Annual Meetings of the Pacific Sociological Association, the Canadian Association of Sociology and Anthropology. Papers have been published in The International Journal of the Family and the Journal of Comparative Family Studies. A research monograph is currently being prepared.

472. CIVILIZING THE WEST: THE GALTS AND THE DEVELOPMENT OF WESTERN CANADA A.A. den Otter (Department of History, Memorial University of Newfoundland)

Objects and Methods: The purpose of the research was to describe the impact of technology on a new society, for example, the impact on labour, using the 1906 coal-miner's strike in Lethbridge. Historical research in available documents was used to supply data.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project began in 1976 and is now completed. A book under the project title was published by University of Alberta Press in 1981.

473. COLD LAKE BASELINE STUDY, PHASE II J.W. Gartrell (supervisor), H. Krahn and D. Sunahara (Department of Sociology, University of Alberta)

Objects and Methods: The object of the research is to collect baseline data, via interviews (n = 1075) residents of the Cold Lake region of northeastern Alberta in which a major heavy oil development is planned by Esso Resources. Structured interviews were held with a random sample of adults from three communities, a rural area and a military base; and similar interviews with members of most households in two Metis Settlements.

Source of Finance: Alberta Economic Development, Northern Development Branch and Alberta Small Business and Tourism

Current Status of Project: Research began in April 1979 and a six volume report was published in 1980. Further data analysis will continue. Several articles for academic journals are in preparation.

474. COLLECTIVE BARGAINING AND GOVERNMENT POLICIES STAFF MEMBERS (Organization for Economic Co-operation and Development, Paris) OECD Secretariat responsibility

Objects and Methods: The object of the research is to throw light on the problems which have arisen in many countries from conflict between the outcome of free collective bargaining and the needs of economic policies as seen by government and to ascertain ways by which such problems can be resolved. Analyses of the experience of countries and meetings of experts provided research material.

Source of Finance: OECD Work Programme

Current Status of Project: The research has been ongoing since 1975 and will continue. There is no fixed completion date. Several publications are already available from Renouf Publishing Co. Ltd., 2183 St. Catherine Street West, Montréal, Québec H3H 1M7.

475. A COMPARATIVE STUDY OF A MARGINAL COMMUNITY IN QUEBEC WITH ONE IN CAPE BRETON ISLAND, NOVA SCOTIA B. Reimer and P. DeVries (supervisors), G. DeVries-MacNab (Department of Sociology and Anthropology, Concordia University) and F. Shaver (Département de sociologie, Université de Montréal)

Objects and Methods: This study explores the nature and consequences of economic marginality for sources of livelihood, household organization and community structure. The focus on the household as a unit for the reproduction of labour as well as being a productive unit, allows to link between the individual and the broader economic political and social contexts. This research involves both anthropologist and sociologists. Field work in the two communities has been the major method of data collection. As a result, the data base includes life histories, household interview results, census data, historical material and ehtnographic information.

Source of Finance: Fonds F.C.A.C. pour l'aide et le soutien à la recherche (Gouvernement de Québec)

Current Status of Project: The project began in 1980 and is expected to be completed in 1983. The data is in the final stages of preparation and the analysis is beginning. Research reports, articles, thesis and monographs are planned.

476. A COMPARATIVE STUDY OF "SUCCESSFUL" PROTESTANT AND JEWISH AND CATHOLIC ENTREPRENEURS IN TORONTO E. Kallen (chief principal investigator, Division of Social Science and Department of Anthropology, York University) and M.J. Kelner (Department of Sociology, University of Toronto)

Objects and Methods: The object of the research is to assess the relative influences of ethno-religious socialization as compared with the structure of economic opportunity in Canada on the career patterns, strategies for success and eventual achievements of a "reputational" sample of successful entrepreneurs. The sample was obtained by the reputational method. In-depth interviews were carried out with 125 Toronto-resident) respondents by the principal (2) investigators.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: Research was conducted from May 1, 1979 to August 1981 and is now completed. An academic book is planned as well as several scholarly articles for various journals and possibly a "general audience" book. To date two articles have been completed and submitted for publication.

477. CONCENTRATION, UNIONIZATION AND THE DISTRIBUTION OF INCOME IN CANADIAN MANUFACTURING INDUSTRY A. Hollander (Département d'économie, Université de Montréal)

Buts et méthodes: ce travail de recherche consiste en une analyse statistique de 120 industries canadiennes.

Source de financement: CAFIR, Université de Montréal

Stade actuel des travaux: commencés le 1er janvier 1981, les travaux sont terminés et un nouveau projet est en voie de réalisation. Les résultats feront l'objet d'un article dans la revue Managerial and Decision Economics.

478. CONTEMPORARY QUÉBEC FEMINISM: THE INTER-RELATION OF ITS POLITICAL IDEOLOGICAL IN WOMEN'S ORGANIZATIONS, TRADE UNIONS, POLITICAL PARTIES AND STATE POLICY, 1960-80 R. Howard (supervisor) and H.J. Maroney (Department of Sociology, McMaster University)

Objects and Methods: The research examines the development of women's issues and organizations both within and outside of the trade union movement (particularly work, housework, and self-conceptions of women, feminist politics, and family) and relates these to the development of state policy on the one hand and to women's labour force activity on the other. This research is based on documentary evidence supplemented with oral history of key participants.

Source of Finance: McMaster Graduate Fellowship, Ontario Government Scholarship

Current Status of Project: The field work began in the summer of 1980 and the analysis of collected documentation is in progress. The project is expected to be completed in August 1982. A Doctoral Dissertation will be published.

479. THE DETERMINANTS OF PROFITABILITY D.W. Gillingham (School of Commerce and Administration, Laurentian University of Sudbury)

Objects and Methods: This research is concerned with building models of the firm incorporating measures of management and organizational factors as well as financial variables. The research methods used is questionnaire surveys of each industrial segment relating organizational factors, including industrial relations, to the actual financial performance.

Source of Finance: Research Fellowship until 1976 and Laurentian University Research Fund 1977-78

Current Status of Project: Research began in 1974 and is ongoing. Three industries have been studied. Some research results have been published in the ASAC Proceedings and Management International Review. Papers in management journal are also planned.

480. EDMONTON AREA STUDY L.W. Kennedy (Department of Sociology, University of Alberta)

Objects and Methods: The purpose of this research is to gather information of topical interest to residents of the City of Edmonton and academic researchers in the department of Sociology. Also to establish and collect baseline data to study social change in the city. Areas include quality of life, urban life styles, family life and the nature of employment activities. Face to face interviews were conducted with householders in the City of Edmonton that have been selected on a random basis. Sample sizes for each year have been in the range of 440.

Source of Finance: Department of Sociology, University of Alberta

Current Status of Project: This is an annual project, five surveys have been completed to date. The first in 1977 and the most recent in 1981. Each survey is completed in the year in which it is undertaken. It has been published in academic journals and the Population Research Laboratory's Edmonton Area Series.

481. THE EFFECT OF INCOMES POLICY ON HEALTH INDUSTRIAL RELATIONS IN CANADA F. Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: This study analyzes the effects of the A.I.B. on wage settlements in the health sector and also considers reasons for controls being imposed and compares effects on the health sector to the rest of the economy.

Source of Finance: Not known

Current Status of Project: An article is forthcoming in A.S. Sethi (ed.) Industrial Relations and Health Services London: Croom-Helm, 1982.

482. L'EFFET D'UNE FUSION DE DEUX ENTREPRISES SUR LE CLIMAT HUMAIN DE TRAVAIL DANS LA NOUVELLE ENTREPRISE J.-M. Toulouse et P.-B. Lesage (École des hautes études commerciales, Université de Montréal)

Buts et méthodes: mesurer la perception qu'ont les employés du climat humain de travail et des difficultés à surmonter pour réussir la fusion et améliorer l'efficacité de l'entreprise. Les chercheurs ont mené des entrevues auprès des membres de la haute direction et de quelques employés des deux entreprises et se sont servi d'un questionnaire remis à 1800 employés.

Source de financement: l'entreprise fusionnée

Stade actuel des travaux: L'étude avait débuté au printemps de 1981 et devait se terminer en décembre de la même année.

483. ELECTRONIC DATA LOGGER SYSTEM FOR EVALUATING MAN-MACHINE PERFORMANCE IN TIMBER HARVESTING P.L. Cottell (supervisor, MacMillan Bloedel Limited, Research and Development Department), P.D. Lawrence (Department of Electrical Engineering, University of British Columbia) and G.G. Young (Department of Forestry, University of British Columbia)

Objects and Methods: The purpose of the project is to investigate ergonomic factors in timber harvesting equipment that may limit man-machine system performance and/or affect operators' safety and health. The effect of introducing changes in the work environment is to be evaluated. An electronic data logger has been developed to sample and record operating variables indicative of the state of operator, machine and the production process. The device will be used to monitor work place conditions and experiment with changes in work place design.

Source of Finance: Science Council of British Columbia

Current Status of Project: The research began in 1978. The development of instruments is nearly completed. Experimentation is to take place in 1982 and the project should be completed by the end of 1983. Several interim reports and papers are already published. Further publication in scientific journals and presentations to scientific bodies is planned.

484. EMPLOYMENT AND PAY DISCRIMINATION IN CANADA: THEORIES, EVIDENCE AND POLICIES H.C. Jain (Faculty of Business, McMaster University)

Objects and Methods: The objectives are to review the theories of employment and pay discrimination; to review the empirical evidence relating to the theories and to review and analyze public policy in Canada. A review of the literature and government data sources have been the sources of information.

Source of Finance: Self

Current Status of Project: The project began in 1979 and is now completed. It will appear as a chapter in Union-Management Relations in Canada (edited by Anderson and Gunderson) and published by Addison-Wesley of Canada.

485. EMPLOYMENT AND THE PRODUCTIVITY SLOWDOWN G. Saunders (Employment and Immigration Canada)

Objects and Methods: The purpose of the study is to examine the role of employment in the productivity slowdown on the 1970's, by means of a literature survey plus statistical analysis.

Source of Finance: Employment and Immigration Canada

Current Status of Project: Research began in February 1981 and is in the draft stage. It is completed. Publication plans are uncertain at present.

486. EMPLOYMENT POLICIES FOR OLDER WORKERS M. Gunderson (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The purpose of the research is to analyze the actual and expected employment problems of older workers with particular reference to such issues as microtechnology, mandatory retirement and older women workers. Literature review, basic statistical analysis and the application of basic theoretical principles were the research methods used.

Source of Finance: Labour Canada

Current Status of Project: The project began in 1980 and is now completed. A project report was submitted to Labour Canada.

487. EQUITY, ALTRUISM, DIFFERENCE MAXIMIZING AND ECONOMIC RATIONALITY IN ECONOMIC AND POLITICAL CHOICE N. Frohlich (supervisor), J.A. Oppenheimer and L. Quesnel (Department of Public Policy, Faculty of Administrative Studies, University of Manitoba)

Objects and Methods: The object is to determine the prevalence and impact of non-conventional elements of individuals' utility functions on economic and political choices. Personality correlates of the elements and behaviors are also explored. The design is repeated administration of an experimental instrument on roughly 100 students. Eleven real choice situations which affect their and others' payoffs are employed. Political preferences and personality correlates are captured via a questionnaire.

Source of Finance: University funding

Current Status of Project: The project began in May 1981 and is expected to be completed in May 1982. A journal article is planned, the particular journal has yet to be determined.

488. FAMILY, WORK AND COMMUNITY IN HAMILTON, 1900-1930 J. Syngé (Department of Sociology, McMaster University)

Objects and Methods: The object is to describe the work, family and community life in Hamilton in the first quarter of the 20th century, based on interviews with surviving Hamiltonians and contemporary records. One section of the interview deals with employer-employee relations and respondents' political attitudes and activities. The methods include lengthy tape-recorded life history interviews with Hamilton-reared men and women born before 1907; a quota sample is based on the 1911 census data on occupation, ethnic origin and religion and an examination of contemporary records.

Source of Finance: Canada Council

Current Status of Project: The research began in 1973. Several papers have been published (for titles see 1978 and 1979 edition) and are available from the author. A monograph is near completion.

489. FARM PRODUCTION, FARM LABOUR, AND RURAL WOMEN: A SOCIOLOGICAL ANALYSIS B. Reimer (Department of Sociology and Anthropology, Concordia University) and F. Shaver (Département de sociologie, Université de Montréal)

Objects and Methods: The focus of the study is on the way in which the local farm and farm community has been affected by agricultural technology and the concentration of agricultural production. Particular attention is given to the farm household. An analysis of census materials, participant observation in an agricultural community in rural Québec, and survey research conducted in that community were the research methods used.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project began in September of 1979. An analysis of all the collected data is in progress at present. It is expected to be completed in 1983. Twelve research reports have been printed, an M.A. thesis related to the topic has been completed and three papers have been presented. An M.A. and a Ph.D. thesis are in progress. Papers, articles and a monograph are planned as well.

490. FISH AND SHIPS: AN EXAMINATION OF THE BRITISH COLUMBIA FISHING INDUSTRY P. Marchak (supervisor), M. Silverman, J. McMullan, N. Guppy, B. Hayward, L. Pinkerton and A. Muszynski (Department of Sociology and Anthropology, University of British Columbia)

Objects and Methods: The objects of the research are to:

a) examine technology/capitalization of fishing/processing sectors;

b) detail the consequence of state policies, i.e., licencing regulation;
c) explore the nature of the labour force composition;
d) examine the relations between unions, co-operatives, protective associations and business interests;
e) trace the relations between metropolis and hinterland communities;
f) explore ethnic settlement and ethnic group relations, and
g) provide in depth analysis of selected fishing communities.

The methods of research include community ethnographies, archival research, focused interviews, analysis of official statistics and survey techniques.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: Research began July 1, 1981 and is in the initial stages. The project is intended to be completed by July 1984. The publication of Conference Proceedings, journal articles and a book are expected from the research.

491. THE GERMAN WORK ETHIC IN THE 19TH AND 20TH CENTURIES J. Campbell (Department of History, University of Toronto)

Objects and Methods: A historical study of changing ideas about work in Germany from Marx to Hitler, focusing on the notion of "Arbeitsfreude" or Joy in Work. The researcher hopes to shed light on the relationship between ideology and practice. The extent to which theoretical and scientific studies of work influenced the attitudes of workers, the conduct of industrial relations, the organization of work and the labour and social policies of governments in the 1920's and 1930's is examined in the belief that some of the ideas and proposed solutions to the problems of work evolved during this period are still relevant. Research involves the study of the German literature about the meaning of work, to which philosophers, theologians, economists, educators, engineers, industrial managers, psychologists, trade union leaders and politicians, etc. have contributed.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The research is substantially completed. Writing of the projected book, tentatively titled Joy in Work, German Work has begun.

492. A HISTORY OF ELDORADO NUCLEAR LTD. R. Bothwell (Department of History, University of Toronto)

Objects and Methods: The purpose is to write the official company history of Eldorado Nuclear Ltd. Documentary research in London, Washington, Ottawa, and Paris, as well as interviews in Canada, U.S. and U.K. supplied data.

Source of Finance: Eldorado Nuclear Ltd.

Current Status of Project: The project began in January 1981 and is expected to be complete in June 1983. The documentation is largely completed. A book is planned.

493. HISTORY OF JAPANESE INDUSTRIAL STRUCTURE - HISTORY OF MITSUBISHI W.D. Wray (Department of History, University of British Columbia)

Objects and Methods: The object of the research is to "internationalize" business history research which is published in Japanese. Archival research material was collected.

Source of Finance: Social Sciences and Humanities Research Council; Harvard University and University of British Columbia

Current Status of Project: The research began in 1971 and is an on-going project. Articles are planned.

494. LES IDÉOLOGIES ET LES REVUES NATIONALES AU QUÉBEC Équipes sous la direction de J. Thwaites (surveillant, Département des relations industrielles, Université Laval)

Buts et méthodes: produire une série d'instruments de travail sur les idéologies au Québec en dépouillant des revues selon une grille préétablie et en diffuser les résultats.

Source de financement: l'Université Laval

Stade actuel des travaux: le travail entrepris en 1973 est maintenant terminé. Le rapport final doit être publié sous forme de cahiers de 150 à 300 pages chacun sur des revues telles Parti pris, Cité libre et l'Action nationale. Trois de ces cahiers sont maintenant terminés et deux restent encore à venir.

495. THE IMPACT OF TECHNOLOGICAL DEVELOPMENTS ON INFORMATION PROCESSING, PEOPLE AND ADMINISTRATIVE PROCESS P.F. Davis (supervisor), J.H. Stevenson and I.P. Suttie (Department of Secretarial and Administrative Studies, Middlesex College, University of Western Ontario)

Objects and Methods: The objects of the research are to create a bibliographical data base of information pertaining to the automated office and to investigate the effect of technology on the office, with emphasis on the technology, processes and people. The data base was created using library searches, letters to research organizations, companies, libraries and publishers. The effect on the office will be determined using interviews and questionnaires.

Source of Finance: Academic Development Fund of the University of Western Ontario

Current Status of Projct: Research began in May 1980 and the research is almost completed for the data base only. The form of publication is not confirmed as yet.

496. THE IMPACT OF UNIONISM AND PUBLIC SECTOR GROWTH ON WAGES IN PUBLIC SECTOR D.A.L. Auld (Department of Economics, University of Guelph)

Objects and Methods: The objective is to determine if labour market phenomena such as union growth and employment expansion impact on wage inflation. A statistical analysis using contract data for 1965 to 1975 was used.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project began in 1980 and is close to completion. It is expected to be completed in March of 1982. Journal articles have been planned.

497. INCOMES, LABOUR FORCE PARTICIPATION AND FERTILITY: THE CHANGING ECONOMIC STATUS OF YOUNG ADULTS P. Gingrich (Department of Sociology and Social Studies, University of Regina)

Objects and Methods: The objects of the research are to determine whether there has been a squeeze on incomes or young adults and families and to see whether or not the changing relative incomes of these people affect fertility and labour force participation rates. Multiple regression was used.

Source of Finance: Social Sciences and Humanities Research Council, University of Regina President's Fund

Current Status of Project: This project began in 1979 and is expected to be completed in 1982. Plans for publication are uncertain.

498. INDEXATION AND THE INSURANCE AGAINST INFLATION--THE CANADIAN EXPERIMENT R. Brenner (Department of Economics, University of Montréal and McGill University)

Objects and Methods: The purpose is the analysis of indexation and government policies with special reference to labor markets and the indexation of government transfers.

Source of Finance: Invited by C.D. Howe Research Institute

Current Status of Project: The project began in August 1981 and will be completed by December 15, 1981. The C.D. Howe Research Institute will publish the research.

499. INDUSTRIAL RELATIONS AND SOCIAL WORK A.S. Moscovitch (supervisor) Research seminar, (School of Social Work, Carleton University)

Objects and Methods: The object of the seminar is to generate research on aspects of collective bargaining in the human service field in Canada. Primary and secondary sources are sued.

Source of Finance: Not Stated

Current Status of Project: The project began in the fall 1981 and is scheduled to be completed in April 1982. Publication of a Monograph (Vol. II) is expected.

500. INDUSTRIAL RELATIONS AND SOCIAL WORK A.S. Moscovitch (supervisor) Research Seminar (School of Social Work, Carleton University)

Objects and Methods: The object of the research is to prepare an analysis of aspects of collective bargaining in the human service field in Canada. Material includes papers on history, wages and benefits and some case studies of bargaining and strikes. Primary research sources, data survey and analyses and some secondary materials are used.

Source of Finance: Centre for Social Welfare Studies, Carleton University

Current Status of Project: Research began in the winter of 1980. It is nearing publication and expected to be completed in December 1981. A monograph of eight chapters and an introduction will be published by the Centre for Social Welfare Studies.

501. INDUSTRIAL RELATIONS IN BRITISH COLUMBIA J. Crispo (Chevron Visiting Professor, Department of Business Administration, Simon Fraser University)

Objects and Methods: The object of the research is to ascertain how and why industrial relations in British Columbia differs from industrial relations in other jurisdictions in Canada. Interviews and reading are the research methods used.

Source of Finance: None

Current Status of Project: Research began in the fall of 1981 and is scheduled to be completed in the summer of 1982. Publication of articles is tentatively planned.

502. INFLATION AND THE CANADIAN INDUSTRIALS RELATION SYSTEM M.R. Smith (Department of Sociology, McGill University)

Objects and Methods: The objects of the project are to examine the social and political assumptions in economic theories of inflation and to analyze the distributive effects of inflation. The research methods used are analyses of collective agreements and survey data.

Source of Finance: Social Sciences and Humanities Research Council and McGill University

Current Status of Project: The research was started in 1980 and is continuing. It is expected to be completed in 1986. Publication is planned in the form of articles and a book.

503. L'INFORMATION STATISTIQUE DU TRAVAIL G. Guérin (Département des relations industrielles, Université de Montréal)

Buts et méthodes: Présenter le système des statistiques du travail (le marché du travail, les salaires, les conditions de travail, les attitudes, les relations de travail, l'hygiène et la santé) en utilisant la documentation scientifique dans ce domaine.

Source de financement: F.C.A.C. (ministère de l'Éducation)

Stade actuel des travaux: le travail entrepris en 1981 est maintenant en cours de rédaction et devrait être terminé pour la fin de 1982. Les résultats seront publiés dans le manuel sur le système statistique canadien publié par Gaétan Morin (Chicoutimi).

504. JAPANESE BUSINESS HISTORY - HISTORY OF THE SHIPPING INDUSTRY AND OTHER INTERNATIONAL BUSINESSES W.D. Wray (Department of History, University of British Columbia)

Objects and Methods: The object of the research is to enlighten the Western World concerning the history of Japanese business. Archival research supplied the documentation.

Source of Finance: Social Sciences and Humanities Research Council; Harvard University and University of British Columbia

Current Status of Project: Research began in 1971 and is on-going. A book has been completed and will be published by the Harvard University Press. Several articles are planned.

505. JAPANESE MANUFACTURING: RECENT PRODUCTIVITY AND COST DEVELOPMENT
D.J. Daly (Faculty of Administrative Studies, York University)

Objects and Methods: The object of the research is to provide an objective and up-to-date assessment of the competitive position of Japanese manufacturing in North American markets and the medium term trade prospects between Japan and Canada. Research methods used are accumulation of statistical data, literature review and interviews conducted in Japan and North America.

Source of Finance: Economics Council of Canada; Social Sciences and Humanities Research Council and Energy, Mines and Resources Canada

Current Status of Project: Research began in 1976 and the first draft of a book has been completed and is scheduled for 1982. Three related articles have been published.

506. LABOUR ALIENATION AND STAGFLATION R. Vogt (Department of Economics, University of Manitoba)

Objects and Methods: The objects are to examine the possible links between evidence of labour alienation (e.g., work stoppages, absenteeism) and stagflation and to suggest possible remedies (e.g., reorganization of ownership patterns). Historical, analytical and empirical research methods are used.

Source of Finance: Internal

Current Status of Project: The research began January 1981 and is expected to be completed in 1983. The first of four chapters is completed. Publication is expected in book form-possibly entitled as above or Beyond Socialism and Capitalism.

507. LABOUR AND THE LAW IN 19TH CENTURY ONTARIO P. Craven (Social Science Division, York University)

Objects and Methods: The purpose of this research is a series of articles on certain aspects of 19th century labour law and legal process, bridging legal and social history. The method used for collective data was archival and library research.

Source of Finance: Osgoode Society

Current Status of Project: The project began in the fall of 1979 and is expected to be completed in 1982. One article is in press and another is completed. Two more articles are in the drafting stage. Articles in books and journals are also planned.

508. LABOUR CANADA: A DEPARTMENT OF OR FOR LABOUR E. Swimmer (School of Public Administration, Carleton University)

Objects and Methods: The purpose is an evaluation of the Department of Labour's policy and programs from 1975 to 1981. Program materials and interviews will be used to collect data.

Source of Finance: Self

Current Status of Project: The project began in September of 1980 and is now completed. The research will form a chapter in How Ottawa Spends your Tax Dollars 1981-82, J. Lorimer Press.

509. LABOUR MARKET WEDGES P. Chinloy (supervisor, Department of Economics, University of British Columbia)

Objects and Methods: The objective of the research is to assess the impact of all taxes (income federal and provincial, unemployment insurance and Canada pension) on employment and labour force participation.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project began in January 1979 and is near completion. It is expected to be completed in 1982. Publication of articles is planned.

510. LABOUR MARKET SEGMENTATION IN FORT MCMURRAY, ALBERTA J.W. Gartrell (supervisor) and H. Krahn (Department of Sociology, University of Alberta)

Objects and Methods: The object of the research is to examine the patterns of labour market segmentation and changes over time and to examine the effects on income distributions, mobility opportunities, job satisfaction and class consciousness. The research methods used include secondary analysis of survey data, an examination of government and industry reports and interviews with union and company personnel.

Source of Finance: Social Sciences and Humanities Research Council Doctoral Fellowship

Current Status of Project: Research began in January 1977 and data analysis and writing are underway. The project is expected to be completed in October 1982. Publication is planned in academic journals.

511. LABOUR RELATIONS, CLOSURES AND SALES IN QUÉBEC CITY'S NEWSPAPERS
J. Thwaites, assisted by M. Lajoie and A. Turcotte (Department of Industrial Relations, Laval University)

Objects and Methods: The object of the research is to examine the possible links between labour relations, newspaper closures and newspaper consolidations during the 1970's. Descriptive and empirical research methods are used due to its nature as a fact finding mission for the Kent Commission.

Source of Finance: Royal Commission of Newspapers

Current Status of Project: Research began in February 1981 and is now completed. The study was published by the Queen's Printer-shortened version 30 pages, full version 117 pages.

512. LOCAL EXPRESSIONS OF THE ONTARIO MINERAL INDUSTRY: A CASE STUDY OF DELORO AND THE DELORO SMELTING AND REFINING COMPANY
R.T. Bowles (Department of Sociology, Trent University)

Objects and Methods: The object is to complete an intensive case study of the Doloro Smelting and Refining Company and the Community of Deloro, Ontario. Topics included in this study will be labour recruitment, labour union history, working conditions, occupational health. Archival methods, intensive unstructured interviews, and government records are to be used.

Source of Finance: Trent University

Current Status of Project: The project started in the spring of 1977 and substantial information is on hand. Integrative writing and more thorough verification must be completed.

513. LORENZ CURVE C. Dagum (Department of Economics, University of Ottawa)

Objects and Methods: This study presents the Lorenz curve properties and analyzes its applications to, income inequality; welfare ordering of income distributions; tax progressivity; concentration curves; and probability theory and statistical inference. Analytical and deductive methods were applied.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The program which began in March 1981 has since been completed. It will be published as an invited paper for the Encyclopedia of Statistical Sciences, John Wiley and Sons, New York, Vol. IV (forthcoming in 1982).

514. MICROELECTRONICS AND THE ETHNOGRAPHY OF WORK P. Harries-Jones (Department of Anthropology, York University)

Objects and Methods: The object of the research is to examine the social impact of the onset of high technology through gathering case studies of effects - treating cases in a multi-level perspective - in order to generalize about the nature of work and non-work in a modern setting. Researcher is currently gathering a bibliography and designing the research proposal. Participant observation will follow.

Source of Finance: Grants to be applied for

Current Status of Project: Research began in 1980 and is in the preliminary stage. It is expected to be completed during a Sabbatical Year, 1983-84. A monograph is the intended form of publication.

515. LA MICRO-ÉLECTRONIQUE ET L'ORGANISATION DU TRAVAIL C. Halary (surveillant), Groupe de recherche et d'étude sur la technique et la société (GRETS) (Département de sociologie, Université du Québec à Montréal)

Buts et méthodes: évaluer l'impact de la micro-électronique sur l'organisation du travail, la formation professionnelle et l'attitude des organisations syndicales. Pour y arriver, les auteurs effectueront une étude comparative à l'échelle internationale et organiseront un colloque de spécialistes. Une enquête sera menée au moyen de questionnaires et d'entrevues individuelles. Les auteurs effectueront également une analyse historique.

Source de financement: CAFAC, CRSH, FCAC, PPMEP

Stade actuel des travaux: commencé en 1980, le projet en est rendu à une étude sur l'imprimerie au Québec et à une étude sur la robotique. Il devrait se terminer en 1984 et faire l'objet d'un livre et d'articles.

516. MONTREAL BUSINESS HISTORY PROJECT L. Dechêne, R. Rice, R. Sweeny and B. Young (Department of History, McGill University)

Objects and Methods: The object is to seek an understanding of the dynamic elements in Montréal society impelling the economy towards industrialization, in the period 1820-1845. Research methods include 1) theory that crucial areas were in the development of local commodity, credit and labour markets, plus utilization of regional agricultural surpluses in nascent manufacturing; and 2) systematic study via team organization of notarial documents as the principal evidential source for "testing" theory.

Source of Finance: FCAC (Government of Québec) and Max Bell (McGill)

Current Status of Project: The project began in 1979 and is expected to be completed in 1982/83. The project is in year 2 of a 3 year research phase. Volume(s) of collected articles are planned.

517. NEWS MEDIA COVERAGE OF INDUSTRIAL RELATIONS IN CANADA
R.A. Hackett (Department of Political Studies, Queen's University)

Objects and Methods: The project examines coverage of industrial relations and trade union affairs in Canadian news media, particularly television. The basic intent is to assess the extent to which the media do or do not convey a balanced view of the legitimate role of trade unions in industrial life, and to infer some implications of news coverage for the public image of organized labour.

The data base consists of the following:

(1) A two-month monitoring of the CTV and CBC national evening newscasts, and local newscasts of CBC and CTV affiliation in each of two major Canadian cities. Analysis will focus on television journalism's selection of industrial stories, on the treatment of industrial by comparison with other types of stories, and on the visual and linguistic presentation of industrial items.

(2) During the same two-month period, a sample of daily newspapers will be monitored, with respect to industrial coverage, to help identify the degree of media diversity.

(3) Interviews with key media personnel responsible for producing the monitored output, to identify their professional procedures and constraints, and their attitudes towards and relationship with labour and management.

(4) Interviews with the publicity officers of key corporations and unions, regarding their attitudes towards and relationships with, the news media.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: Research began in 1980.

518. 1982 PUBLIC ATTITUDES SURVEY OF CANADIANS ON SIGNIFICANT ECONOMIC, POLITICAL AND SOCIAL ISSUES J.A. Murray (supervisor, International Business Studies, University of Windsor) and L. LeDuc (Department of Political Science, University of Windsor)

Objects and Methods: The object of the project is to monitor changes in public opinion on significant economic, political, social and international issues, particularly foreign investment, corporate profits, government economic policy, state of the economy and future outlook. Attitudes are collected on annual basis, a long-term picture is available. A national quota sample of 3,000 adults were personally interviewed of 1981.

Source of Finance: Private subscription

Current Status of Project: The information was collected in November/December 1980. In January 1981, data was quoted and processed and is expected to be completed in early 1982. A publication is planned in the form of a summary report. One or more articles will be prepared on individual topics.

519. NOTES ON CONSTRUCTION INDUSTRY PRODUCTIVITY G. Wright and A. Kennedy (Alberta Department of Labour, Planning and Research Branch)

Objects and Methods: The objective is to present a brief discussion of productivity in the construction industry. Information analysis was used to supply the data.

Source of Finance: Departmental Budget

Current Status of Project: The project began January 7, 1980 and was completed in January 1980. No publication is planned.

520. OCCUPATIONAL/VOCATIONAL EDUCATION IN ONTARIO SECONDARY SCHOOLS A.J.C. King (supervisor), W.K. Warren, B. Coles and R. Paragg (Faculty of Education, Queen's University)

Objects and Methods: The aim of the project is to describe the nature and extent of occupational programs and courses in Ontario Secondary Schools and to consider future directions. Case studies of occupational/vocational programs and courses in 16 secondary schools (10 composite and 6 special vocational schools) -- and a survey of programs and courses in 30 composite and 17 vocational schools are being used.

Source of Finance: Ontario Secondary School Teachers' Federation

Current Status of Project: The project began in November of 1980 and is now completed. A summary report plus a full report are planned for November of 1981.

521. OPTIMAL LABOR CONTRACTS FOR RESEARCH PERSONNEL, RESEARCH EMPLOYMENT AND THE ESTABLISHMENT OF "RIVAL" ENTERPRISE S. Nitzan and A. Pakes (Department of Political Economy, University of Toronto)

Objects and Methods: The purpose is to establish the optimal labour policy (flat wage, bonus scheme and level of employment) in a developing industry with uncertain production function and provide the necessary and sufficient conditions for the occurance of quits. Standard economic theory tools was applied to supply the data.

Source of Finance: National Bureau of Economic Research

Current Status of Project: The project began in 1981 and the first draft has been completed. The whole project is expected to be completed by 1982. An article in a professional economics journal has been planned.

522. THE ORGANIZATION OF WORK IN JAPANESE POWER PLANTS A.W. Ehrentraut (Department of Sociology and Anthropology, University of Windsor)

Objects and Methods: The object of this research is to test propositions on organization of work derived from convergence and contigency theory on the basis of matched Japanese and Canadian data, the latter obtained in the previous project (Project number 562 in the 1978 and 79 edition). The plant sample consists of 6 plants from 2 corporations and the worker sample is comprised of all operators and maintenance workers. Interviews, questionnaires and content analysis of select company files were used.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: Research began in 1980 and is now in the data analysis phase. The project is expected to be completed in 1982. Articles and a monograph are planned.

523. PARTICIPATIVE STRUCTURES M.R. Cooper (George Washington University, Washington, D.C.) OECD Secretariat responsibility

Objects and Methods: The object of the research is an analysis and evaluation of structures through which unions and employers participative with government in the formulation of national economic policies in France, the Federal Republic of Germany, the Netherlands, Norway and the United Kingdom by means of an analysis of country experience.

Source of Finance: OECD Work Programme

Current Status of Project: Research began in 1979 and was completed in the summer of 1981. A book is planned for completion in 1982.

524. PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS T. Hari Das and F.C. Miner (supervisors, Department of Management, Saint Mary's University), W.B. Werther and K. Dairs (c/o Department of Management, Saint Mary's University) and H.F. Schwind (Faculty of Commerce, Saint Mary's University)

Objects and Methods: The object of the research is to compile a text book on the subject of personnel management and industrial relations relevant for Canada.

Source of Finance: Self and Saint Mary's University

Current Status of Project: The research began in August 1981 and is expected to be completed by March 1982. The text book is the planned result.

525. POLITICAL ECONOMY OF NATIVE LAND CLAIMS IN THE CANADIAN NORTH J.I. Prattis (Department of Anthropology, Carleton University)

Objects and Methods: The objects of the research are to examine the location of native groups in the political economy of Northern Resource use and to demonstrate the significance of land claims in changing political alliances and constitutional structures and in migrant labour. Historical research, survey material and secondary sources are used.

Source of Finance: None

Current Status of Project: Research began in 1981 and is near completion. Publication is planned as a chapter in a book.

526. POLITICS OF ECONOMIC DEVELOPMENT IN CANADA H.G. Thorburn (Department of Political Studies, Queen's University)

Objects and Methods: The purpose of the research is to produce a monograph detailing the politics of economic development in Canada. Interviews were conducted with civil servants and a survey of literature provided additional information.

Source of Finance: Canadian Institute of Economic Policy

Current Status of Project: The project began in the summer of 1980 and is now being written up. It is expected to be completed by spring of 1982. A monograph will be published.

527. LA POLYVALENCE DES EMPLOIS C. Bernier (Institut de recherche appliquée sur le travail, Montréal)

Buts et méthodes: à partir d'une analyse d'études de cas dans différents secteurs industriels et tertiaires et de conventions collectives, montrer les différentes modalités de la polyvalence des emplois, les conditions économiques, technologiques et sociales favorisant son développement, les conséquences au niveau

des charges de travail, de la qualification, des rémunérations, etc., et les différentes stratégies syndicales possibles face à cette méthode de gestion du personnel.

Source de financement: l'Institut de recherche appliquée sur le travail (IRAT)

Stade actuel des travaux: entrepris en février 1981, le travail est maintenant terminé et les résultats seront publiés dans les bulletins de l'IRAT.

528. POSITIVE ADJUSTMENT POLICIES D. Marsden (LSE, London), R.B. McKersie (MIT, Boston), W. Sengenberger (Munich), J. Freyssinet (Grenoble), R.A. Jenness (Economic Council for Canada. Ottawa General rapporteur), OECD Secretariat responsibility

Objects and Methods: The object of the research is to contribute manpower and social affairs elements to a major OECD Programme concerned with facilitating the structural adjustment of Member countries' economies. Work has included studies of the aspects of job security, working practices and wage structures; large scale employment dislocations; and enterprise manpower utilisation policies. An analysis of the experience of Member countries was conducted.

Source of Finance: OECD Work Programme

Current Status of Project: Research began in 1979 and this element of the Programme has just been completed. Publication of the results is under consideration.

529. PUBLIC POLICY AND INTERPROVINCIAL MIGRATION IN CANADA D.K. Foot and W.J. Milne (Institute for Policy Analysis, University of Toronto)

Objects and Methods: The object of this research is to examine the impacts of economic variables on interprovincial migration in Canada over the 1960s and 1970s within a consistent, multiregional framework. Variables such as relative wage rates, unemployment rates and government policies are used as explanatory variables. Multiregional econometric estimation methods are employed to ensure that the essential consistency of the entire system - namely that the total of out-migrants equals the total of in-migrants in each period - is incorporated.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: Research began in the summer of 1981 and preliminary results are available. The project is scheduled to be completed in the summer of 1982. Research papers will be published.

530. PUBLIC SECTOR LABOUR RELATIONS IN CANADA J. Finkelman (400 Laurier Ave. East, Ottawa, Ontario) and S.B. Goldenberg (Faculty of Management, McGill University)

Objects and Methods: The object of the research is to present an account of the origins of the public service labour legislation, its administration in practice and the implications for the parties, both in the federal jurisdiction and in the central administrations of the provinces. The format of the first volume, on the federal experience, will set the pattern for the research at the provincial level, thereby facilitating comparative analysis of various policy alternatives at a later stage of the project. Research methods used are analysis of the legislation, decisions of administrative tribunals and collective agreements. Also, extensive interviews both were conducted with the administrators of the law and with representatives of major unions and managers to whom the law applies.

Source of Finance: Labour Canada and the Institute for Research in Public Policy

Current Status of Project: Research begun in January 1980 is completed for Volume I and in progress for Volume II. Volume I is expected to be completed in the spring of 1982 and Volume II in the summer of 1983. The research results will be published by the Institute for Research in Public Policy.

531. RELATIONSHIP BETWEEN TV-WATCHING AND EMPLOYMENT GOALS G.T. Fouts (Department of Psychology, University of Calgary)

Objects and Methods: The object of the research is to assess the influence of television-watching (e.g., kinds of programs watched, types of occupations presented in programs) on (a) employment and career plans, and (b) changes in career plans in college students. A questionnaire assessing TV-watching habits, actual employment history, career plans in the past 15 years (childhood to present), and parents/siblings/friends' occupational choices was used.

Source of Finance: University of Calgary grant

Current Status of Project: The research was initiated in the fall of 1979 and an article is currently being written which will be published in a relevant journal.

532. LES RELATIONS SOCIALES DE PRODUCTION DANS LES UTOPIES J. Thwaites (surveillant) et P. Beaulieu (Département des relations industrielles, Université Laval)

Buts et méthodes: l'objet de cette étude est de réviser la notion d'utopie et d'élaborer une approche non marxiste à cette question et la méthode est une analyse de sources existantes avec cette nouvelle approche.

Source de financement: la thèse de maîtrise en relations industrielles

Stade actuel des travaux: la thèse de maîtrise commencée en 1979 est maintenant terminée et devrait faire l'objet d'un article.

533. RESIDENTIAL DEVELOPMENT AND WORKING CLASS FAMILY LIFE A. Borghese (Department of History, The University of Lethbridge)

Objects and Methods: The object of the research is to investigate working class family structure and residential patterns of a mid-nineteenth century industrial community (Mulhouse, France) where the upper class significantly intervened in the housing market. Kinship relationships, neighbourhood patterns and the implications of paternalistic intervention in the marketplace will be focussed upon. Method adopted involves two phases: 1) random samples of at least 10% of households will be taken from three consecutive censuses (1841, 1851 & 1861) comprising about 10,000 individuals, to enable a general study of variables such as district, street, household relationships, occupation, sex, marital status, age, religion and nationality; 2) selection of entire population of working class district called Cités Ouvrières, comprising 4,068 individuals, from the 1861 census, in order to investigate the subject in intensive fashion. Quantitative analysis to be done by using SPSS and SCSS.

Source of Finance: Research grant from the University of Lethbridge, Lethbridge, Alberta

Current Status of Project: Research began November 12, 1981 and is scheduled to be completed December 1, 1982. Variables have been defined generally. The codification of 1851 census data has been completed and data for that census are being entered into the computer. Publication of research results is planned in a journal of history or interdisciplinary sciences.

534. A RUBBER WORKERS GUIDE TO OCCUPATIONAL HEALTH P. Weller (research co-ordinator), The Waterloo Public Interest Research Group, University of Waterloo

Objects and Methods: The object of the research is to compile the available information on occupational health for workers in rubber plants. A literature search, in-plant interviews and interviews with persons knowledgeable on the subject were conducted.

Source of Finance: Waterloo Public Interest Research Group

Current Status of Project: Research began in June 1981 and the second draft has been completed and is ready for publication in the form of a booklet for rubber workers.

535. A SIMULATION METHOD FOR IDENTIFYING HIGH MACHS N.F. Skinner (Department of Psychology, King's College)

Objects and Methods: Previous research (abstracted in Industrial Relations in Canada) demonstrated a preponderance of highly Machiavellian (socially manipulative) individuals in business oriented occupations. The present project outlines a simple economical method for identifying these persons using questionnaire survey methods.

Source of Finance: King's College Research Grants Committee

Current Status of Project: Research began in September 1979 and is completed. It has been submitted for publication in Social Behavior and Personality.

536. SOCIAL HISTORY OF FOOD IN AMERICA, 1880-1920 H. Levenstein (Department of History, McMaster University)

Objects and Methods: This project includes a study of the relationship among industrialization, urbanization, immigration and food habits during the period 1880-1920. Historical research is used to gather documentation.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The research began in 1979 and is tentatively scheduled for completion in 1984. Some articles have already been completed and future ones are planned. Publication of a book is also intended.

537. SOCIAL HISTORY OF THE CUMBERLAND COALFIELDS I. McKay (supervisor), J. Fingard and M. Cross (Department of History, Dalhousie University)

Objects and Methods: The object of the research is to complete a Ph.D. thesis on the social history of the Cumberland coalfields. Archival research is the method used.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The research began in 1976 and is nearing completion in early 1982. Publication of a book and articles is planned for 1983-84.

538. THE SOCIAL ORGANIZATION OF THE INSHORE FISHERY OF AN ANGLO-IRISH NEWFOUNDLAND OUTPORT T.F. Nemec (Department of Anthropology, Memorial University of Newfoundland)

Objects and Methods: The study has expanded in its aims over time: it now deals with the history, ecology and organization of the fishery at St. Shotts, St. Mary's Bay. Special attention is focused on the various social bases of co-operative economic activity in the context of the fishery. The method involved 14 months of ethnographic field research in 1967-1968 followed by five consecutive summers of additional field research, as well as archival and library research.

Source of Finance: Memorial University of Newfoundland Institute of Social and Economic Research (1967-1969) and self

Current Status of Project: The project began in September 1967 and was completed in 1980. Some results are published in a collection of essays on North Atlantic Fishermen (1972), an article published in the Newfoundland Quarterly (1975), a report to a Provincial Fisheries Conference (1977), and my doctoral dissertation ("An Ethnohistical and Ethnographic Study of the Coal Fishery at St. Shotts, Newfoundland," The University of Michigan, 1980) and monograph to be published by Memorial's Institute of Social and Economic Research.

539. A SOCIOLOGY OF LEISURE IN SPITE OF INDUSTRIALISM C. Kretzschmar (supervisor, Department of Sociology, University of New Brunswick)

Objects and Methods: Mills' book, The Power Elite (which Porter and Clement adapted to the Canadian Scene), pp. 386-7, cities research which shows that at least for the USA, 58% of the executives of national corporations are workaholics. Can people like these knew leisure? If so, how? Why? Informal participant observation, personal opinion used liberally and to a great exent, library research were used to conduct this study.

Source of Finance: Self

Current Status of Project: The project started in the summer of 1981, and is "in limbo" at the moment due to teaching commitments. The project will hopefully be completed by the summer of 1982. The essay should be reproduced by Nanci Personnel Services Ltd., Saint John, New Brunswick.

540. SPECIAL ISSUE, CANADIAN JOURNAL OF SOCIAL WORK EDUCATION, ON HISTORY OF SOCIAL WELFARE A.S. Moscovitch (editor, School of Social Work, Carleton University)

Objects and Methods: The object of the project is to expand available materials on the history of the welfare state. It includes articles on "The Development of the Workmen's Compensation Act of Ontario, 1914" by Theresa Jennison and "Wartime Social Reform: The Introduction of Family Allowances" by B. Kitchen.

Source of Finance: Not known

Current Status of Project: A special issue of the Canadian Journal of Social Work Education containing the above articles was published.

541. SPHERES AND LEVELS OF WORKERS PARTICIPATION IN ORGANIZATIONS A. Globerson (School of Industrial Relations, University of Montreal)

Objects and Methods: The objects of the research are to develop an operational model for implementation and evaluation of W.P.O., and developing workers' representatives in joint labour-management institutions. Multiple research method are applied; they include content analysis, interviewing and literature search.

Source of Finance: None

Current Status of Project: Research began in 1978 and will be completed in mid 1982. A chapter in a book is planned from the research results.

542. STUDIES ON INCOME AND WEALTH, INEQUALITY AND POVERTY C. Dagum (Department of Economics, University of Ottawa)

Objects and Methods: This project provides specification of a new model in income and wealth distributions and analyses its properties in relation to other specified models. It is applied to the study of the distribution of income and wealth in Canada, the United Kingdom and the United States.

Source of Finance: Canada Council and University of Ottawa research budget

Current Status of Project: This project was started in 1975. It is being completed with the information of the new Statistics Canada publication on Assets and Indebtedness of Canadian Families

543. STUDY OF THE FEASIBILITY OF AN OCCUPANCY-BASED APPROACH TO HOSPITAL FIRE SAFETY J.E. Breeze (supervisor) and L.F. Detwiller (c/o B.C. Research, Vancouver, B.C.)

Objects and Methods: The object of the research is to develop an alternative statement of fire safety controls for hospitals such that all factors of life safety are mutually supportive and

compatible with the ongoing health care activities of a hospital. Research methods used include literature review, personal contact and discussion with interested parties, surveys and operations analysis.

Source of Finance: Health and Welfare Canada

Current Status of Project: Research began in June 1978 and the final report is being drafted. The project will be completed in January 1982. While there are no plans to publish at present, Health and Welfare Canada may decide to issue a report.

544. SURVEY OF THE COMPUTER AND ELECTRONICS INDUSTRIES J. Patterson (supervisor) and J. Graham (Nova Scotia Department of Labour and Manpower, Research Division)

Objects and Methods: The survey's aim was to discover ways in which government could assist the development of industry based on advanced electronic technology. Personal interviews were conducted to supply data.

Source of Finance: Nova Scotia Department of Labour and Manpower and Provincial Job Creation Program

Current Status of Project: The project began in May 1981 and is expected to be completed in January 1982. The final report is being written. The survey results will be published.

545. THE SYSTEM OF INDUSTRIAL RELATIONS IN CANADA (title tentative) A.W.J. Craig (supervisor) and student assistants (Faculty of Administration, University of Ottawa)

Objects and Methods: The purpose of this study is to fill a market need for a reasonably good textbook on Industrial Relations in Canada. A study of literature, an analysis of statutes and a field study will supply the data.

Source of Finance: In part, Canada Council

Current Status of Project: The research started in 1977. A textbook will be published by Prentice-Hall of Canada in the spring of 1982.

546. TECHNOLOGICAL CHANGE AND COLLECTIVE BARGAINING IN THE B.C. WOOD INDUSTRY D. Cameron (supervisor), C. Willis and P. Stoll (Ministry of Labour, Province of British Columbia)

Objects and Methods: The object of the research is to forecast technological change and the related implications for manpower matters and industrial relations that is likely to occur in the near and medium future by means of literature reviews and interviews.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: Research began in 1979 and the final draft is being prepared.

547. TECHNOLOGICAL CHANGE AND COLLECTIVE BARGAINING IN THE PRINTING INDUSTRY D. Cameron (supervisor) and C. Willis (Ministry of Labour, Province of British Columbia)

Objects and Methods: The object of the research is to forecast technological change and the related implications for manpower matters and industrial relations that are likely to occur in the near and medium future by means of literature reviews and interviews.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: Research was started in 1981 and is expected to be completed early in 1982. The format of publication has yet to be decided.

548. TECHNOLOGY, ORGANIZATION AND WORKER ORIENTATIONS IN POWER PLANTS A.W. Ehrentraut (Department of Sociology and Anthropology, University of Windsor)

Objects and Methods: The object of the research is to analyze the relation between operations technology in power plants, the social organization of operations and maintenance work, and the orientations operators and maintenance workers have to their work. Interviews, questionnaires, content analysis of company and union files were used.

Source of Finance: Canada Council grant

Current Status of Project: The research began in 1977. The field work is completed and data analysis is in progress. The results will be published in comparative analysis with the Japanese data collected for Project number.

549. THREE SMALL TOWNS: A STUDY OF THE RELATIONS AMONG LABOUR CAPITAL AND COMMUNITY IN ONTARIO, 1881-1940 J. Parr (Department of History, Queen's University)

Objects and Methods: The object of the research is to analyze the processes of labour and capital recruitment in secondary manufacturing, and their relationship to National Industrial Policy. The research methods used are analysis of business, census and community records, and of the departmental files of Industry, Trade and Commerce and the Department of Finance.

Source of Finance: Not known

Current Status of Project: The research was initiated in 1980 and is ongoing. The expected date of completion is 1985. Publication of the results is planned in the form of a monograph.

550. THE THROWAWAY PEOPLE: SOCIAL IMPACT OF THE GOGOL TIMBER PROJECT MADONG PROVINCE, PAPUA NEW GUINEA C.E. De'Ath (Department of Man-Environment Studies, University of Waterloo)

Objects and Methods: The intention of the project is to assess the social impact of a Japanese clear-felling-for-wood chips corporation in Papua New Guinea. It shows explicit labour and industrial practices of a Japanese corporation. The method of research used were library searches, government and company files, and participant observation.

Source of Finance: United Nations (UNEP, MAB)

Current Status of Project: The project began in 1977. While the research has been published in a number of periodicals and newspaper articles in 1980, it includes ongoing monitoring. A monograph and publication in international academic publications is planned.

551. LES TRAITS DE PERSONNALITÉ ET LE LEADERSHIP EFFICACE M. Rousseau (surveillant) M. Fortin (Hôpital de l'Enfant-Jésus, Québec)

Buts et méthodes: en se fondant sur des documents pertinents, une recherche sur le terrain et le développement de modèles explicatifs, trouver les traits de personnalité vraiment significatifs pour l'application d'un style de leadership efficace.

Source de financement: aucune

Stade actuel des travaux: entrepris en septembre 1981, le travail est en cours de rédation et sera terminé en septembre 1982. Des articles scientifiques seront publiés.

552. A TROUBLED FUTURE? UNIVERSITY ENROLMENTS IN CANADA AND THE PROVINCES D.K. Foot (Institute for Policy Analysis and Department of Political Economy, University of Toronto)

Objects and Methods: This paper explores the outlook for university enrolments in Canada and the provinces to the turn of the century. The findings suggest that perceptions of an impending substantial decrease in enrolments may be inaccurate because universities can cater to an aging population somewhat

more successfully than other educational institutions. Full-time and part-time university enrolment rates by sex and age by province are linked to consistent, multiregional population projections to generate university enrolment projections for Canada and the provinces over the period 1979 to 2001.

Source of Finance: Institute for Policy Analysis, University of Toronto and the Canadian Association of University Teachers.

Current Status of Project: Research began in January 1981 and was completed in March 1981. It was published in D.M. Nowlan and R. Bellmaire (eds.), Financing Canadian Universities: For Whom and By Whom? Toronto: OISE Press, 1981, pp. 37-63.

553. UNEMPLOYMENT AND INFLATION: AN ASSESSMENT OF CANADIAN MACROECONOMIC POLICY F. Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The research assesses the causes of the worsened inflation - unemployment tradeoff. Past policies are analyzed and some potential future policy changes are suggested.

Source of Finance: Not known

Current Status of Project: An article was published in Canadian Public Policy, vol. 6, spring 1980, pp. 108-120.

554. UNIONISM, COLLECTIVE BARGAINING, AND WOMEN AT WORK C.R. McConnell (University of Nebraska) and W.H. Pope (Department of Economics, Ryerson Polytechnical Institute)

Objects and Methods: The object is to revise a chapter on unions, labour, collective bargaining, and women in the labour force in Canada for the second Canadian edition of McConnell/Pope's Economics. The study is based on existing literature. An examination of collective agreements is conducted.

Source of Finance: McGraw-Hill Ryerson

Current Status of Project: The project started in February 1980 and was published in 1981 as Chapter 38 of Economics: Second Canadian Edition by C.R. McConnell and W.H. Pope, Toronto: McGraw-Hill Ryerson, 1981.

555. WAGE AND EMPLOYMENT DETERMINATION UNDER UNION FEATHERBEDDING T. Nguyen (Département d'administration de la santé, Faculté de médecine, Université de Montréal) and S. Rae (Department of Political Economy and Faculty of Law, University of Toronto)

Objects and Methods: The objectives are to derive labour unions' optimal featherbedding policies and to compare the effects of taxes as well as demand and technological change in firms

subject to, and firms not subjected to featherbedding. The research method is analytical-micro-economic analysis, including comparative statics.

Source of Finance: Self

Current Status of Project: The project began in 1976 and was completed in July 1981. A journal article is planned for publication.

556. WHITE-COLLAR WORKERS AND CLASS RELATIONSHIPS IN BRITISH COLUMBIA T.R. Warburton (Department of Sociology, University of Victoria) and D. Coburn (University of Toronto)

Objects and Methods: The aim is to trace the rise of white-collar work in B.C. since 1881, including its size, composition and distribution. The growth of industrial relations and collective bargaining, including unionization, strikes, etc. and mutual perceptions of white-collar workers and their employers is examined. The calculation of census data, the collection of historical documents, newspaper cuttings and articles all aided in providing information.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: The project began in January of 1981 and is expected to be completed by April of 1982. Journal articles and possibly a book have been planned.

557. WOMEN AND LABOUR LAW K.P. Swan (Faculty of Law, Queen's University)

Objects and Methods: The object of the research is to prepare a study for the Tenth International Congress of Labour Law and Social Security, Washington, 1982. Research methods used include survey methodology and analysis of statutory provisions, case law and secondary materials.

Source of Finance: Queen's University Industrial Relations Centre

Current Status of Project: Research began in the autumn of 1981 and is completed. It will be published as part of the Canadian Report in the Proceedings of the above Congress.

558. WOMEN MINEWORKERS IN FARO, YUKON TERRITORY S.B. Philpott (supervisor) and L.E. Martin (Department of Anthropology, University of Toronto)

Objects and Methods: The objects of the research are an analysis of the socio-cultural implications of the employment of women in the non-traditional occupation of minework and an

ethnography of work and off-work social relations and social organization in a northern Canadian mining settlement. Research methods used include participant observation fieldwork for one year and interviews.

Source of Finance: Social Sciences and Humanities Research Council

Current Status of Project: Research began in 1979/1980 and will be completed in September 1982. The project is in the final stages of analysis and writing. A Ph.D. thesis (University of Toronto) and a monograph are expected to be published.

559. WORKERS' ADMINISTRATION OF MEXICO'S RAILWAYS, 1937-1940 R. Roman (Department of Sociology, University College, University of Toronto)

Objects and Methods: The object of the research is to examine the recurrent issues in labour relations in the public sector as well as a case study of the processes of workers' control within a private enterprise economy and to study Mexican labour history. Archival research techniques are used.

Source of Finance: Social Sciences and Humanities Research Council Leave Fellowship; and small grant from the Center for Research on Latin America and the Caribbean of York University, Toronto, Ontario.

Current Status of Project: Research began in 1979 and the project will be completed in 1983-84. One article has been published and one is in process. More archival research is planned for Mexico and Washington, D.C. Publication of articles and a book is planned.

560. WORKING-CLASS CULTURE IN CANADA B.D. Palmer (Department of History, McGill University)

Objects and Methods: The project attempts a discussion of working-class culture in Canada from the beginnings of the 19th century to the 1970s. The proposed manuscript is a synthetic treatment of working-class culture, an overview drawing on a wide range of primary and secondary sources. It posits the gradual consolidation of class over the course of the nineteenth century, culminating in the 1880s with the rise of the Knights of Labor, and the breakdown of class and cultural unity among Canadian workers with the post-1896 influx of immigrants, technological change, and the increasing importance of regional economics and particular working-class characteristics. Such a discussion aims to bridge the gap isolating analysis of the 19th and 20th centuries, driving an interpretive wedge between these two periods.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: Research began in 1980.

561. WORKING-TIME AND INDUSTRIAL RELATIONS R.A. Hart (International Management Institute, Berlin, Germany) OECD Secretariat responsibility

Objects and Methods: Adjustment of working time, in various forms, is a current issue in many countries, both from the points of view of "work sharing" and of social advance. The project seeks to examine the changes taking place, through statute and collective bargaining (but with particular reference to bargaining) and the advantages and disadvantages of different courses of action. Analysis of developments in OECD countries.

Source of Finance: OECD Work Programme

Current Status of Project: The present project commenced in 1981 but follows earlier work which concentrated on the employment creation and cost aspects of changes in working time. Information is presently being collated. The project is scheduled to be completed in the summer of 1982. Publication plans have not yet been decided.

562. WORKING WIVES AND THE DISTRIBUTION OF FAMILY INCOME R. Swidinsky (Department of Economics, University of Guelph)

Objects and Methods: The objective of the research is to determine the effect that married female labour force participation rate has had on the size distribution of family income. Tabulations and regression analysis using family income data from the survey of consumer finances in 1978 were used to supply the information needed.

Source of Finance: Self

Current Status of Project: The project began in 1980 and the first draft is in progress. It is expected to be completed in 1982. A journal article is expected to be published.

DIRECTORY OF PROJECTS INITIATED IN 1982
RÉPERTOIRE DES PROJETS MIS EN MARCHE EN 1982

G. AGE AT IMMIGRATION AND EDUCATIONAL ATTAINMENT F.E. Jones (Department of Sociology, McMaster University)

G. LES FONDEMENTS POUR LA GESTION DES COMMUNICATIONS P. Dionne (surveillant) et G. Ouellet (Faculté des sciences de l'administration, Université Laval)

A. THE IMPACT OF WORKING CONDITIONS ON HEALTH AND ILLNESS: A STUDY OF OCCUPATIONAL STRESS AMONG POSTAL WORKERS G.S. Lowe and Herbert C. Northcott

C. RESTRICTIONS ON THE INFLUENCE OF UNIONS IN PUBLIC SECTOR COLLECTIVE BARGAINING K.P. Swan (Faculty of Law, Queen's University)

A. THE STEELWORKERS IN CANADA L.S. MacDowell (Department of History, Department of Toronto)

PUBLICATIONS RESULTING FROM RESEARCH REPORTED IN PREVIOUS EDITIONS
LES PUBLICATIONS QUI SONT LE FRUIT DE TRAVAUX DE RECHERCHES MENTIONNÉS DANS DES NUMÉROS ANTÉRIEURS

Note: Numbers on the left of the page provide a reference to the relevant project number in previous editions of this research inventory.

Remarque: les numéros à la gauche de la page renvoient aux projets correspondants répertoriés dans des éditions antérieures.

ARTICLES IN PERIODICALS
LES ARTICLES DANS LES PÉRIODIQUES

1978 & 1979/270. Arnott, R. and Gersovitz, M. "Corporate Financial Structure and the Funding of Private Pension Plans", Journal of Public Economics, Vol. 13, No. 2, April 1980, pp. 231-247.

1978 & 1979/281. Ascah, L. "Inflation Protection and the Anti-Inflation Regulations", Relations industrielles, Vol. 35, No. 2, 1980, pp. 317-320.

1978 & 1979/331. Ascah, L. "La diversité des clauses d'indemnité de vie chère dans les conventions collectives", Relations industrielles, (Laval), Vol. 35, No. 3, 1980, pp. 121-127.

1978 & 1979/375. Auld, D.A.L., Christofides, L., Swidinsky, R. and Wilton, D. "A Microeconometric Analysis of Wage Determination in the Canadian Public Sector", Journal of Public Economics, No. 13, 1980, pp. 369-387.

1978 & 1979/248. Bairstow, F. "Rethinking Bargaining Structures - The Structure of Bargaining: International Comparisons - A Story of Diversity", Labour Law Journal, Commerce Clearing House, Inc., Chicago, Illinois, August 1980.

1978 & 1979/46. Bendel, M. "International Labour Organization, Canada and Freedom of Association", Ottawa Law Review, Vol. 13, pp. 169-198.

1978 & 1979/293. Bendel, M. "A Rational Process of Persuasion: Good Faith Bargaining in Ontario", University of Toronto Law Journal, Vol. 30, pp. 1-45.

1978 & 1979/70 Boyd, M. "Occupational Attainments of Native Born Canadian Men and Women", The Canadian Review, February 1982.

1978 & 1979/538. Boyd, M., Goyder, J., Jones, F.E., McRoberts, H.A., Pines, P.C. and Porter, J. "Status Attainment in Canada: Findings of the Canadian Mobility Study", Canadian Review of Sociology and Anthropology, Vol. 18, 1981.

1978 & 1979/549. Boyd, M., Goyder, J., Jones, F.E., McRoberts, H.A., Pineo, P.C., and Porter, J. "Results of the Canadian National Mobility Study", Canadian Review of Sociology and Anthropology, November 1981.

1978 & 1979/383. Boyd, M. "The American Emigrant in Canada: Trends and Consequences", International Migration Review, Fall 1981.

1978 & 1979/424. Cameron, B.J. "Female Labour-Force Participation: Putting Modern Trends in Perspective", Canadian Business Review, Vol. 8, No. 2, Summer 1981, page 30.

1978 & 1979/96. Chaison, G.H. and Rose, J.B. "The Structure and Growth of the Canadian National Unions", Relations Industrielles (Laval), Vol. 36, No. 3, 1981, pp. 530-551.

1978 & 1979/346. Dagum, C. "Income Distribution Generating Systems and the Pareto Law", El Trimestre Economico, Vol. 47, No. 4, October-December 1980, pp. 877-917.

1978 & 1979/349. Dagum, C. "Measuring The Economic Distance Between Income Distributions", Econometrica, Vol. 48, No. 7, November 1980, pp. 1791-1803.

1978 & 1979/556. De Lottinville, P. and Kealey, G.S. "The St. Croix Cotton Manufacturing Company and Its Influence on the St. Croix Community, 1880-92", Historical Papers, Canadian Historical Association, 1980.

1978 & 1979/538. Goyder, J. "Income Differences Between the Sexes: Findings from a National Canadian Survey", Canadian Review of Sociology and Anthropology, 1981.

1978 & 1979/325. Gunderson, M. "Earnings Differentials Between the Public and Private Sectors", Canadian Journal of Economics, Vol. 12, No. 2, May 1979, pp. 228-242.

1978 & 1979/333. Gunderson, M. "Decomposition of the Male/Female Earnings Differential: Canada 1970", Canadian Journal of Economics, Vol. 12, No. 3, August 1979, pp. 479-485.

1978 & 1979/447. Gunderson, M. "Probit, Logit, and Linear Probability Estimates of Labour Force Participation", in Industrial Relations (Berkeley), Vol. 19, No. 2 (Spring 1980), pp. 216-220.

1978 & 1979/197. Jain, Hem C. "The Disclosure of Corporate Information to Trade Unions in North America", Industrial Relations (accepted for publication).

1978 & 1979/224. Jain, Hem C. "Labour Relations in Telephone Companies in the Maritimes", Labour Relations in the Atlantic Region, University of New Brunswick, Fall, 1981.

1978 & 1979/256. Jain, Hem C. "Labour-Management Committees and Workers' Participation", Proceedings of the Canadian Industrial Relations Association (forthcoming).

1978 & 1979/256. Jain, Hem C. "Participation and Employment: A Canadian Perspective", Proceedings of the International Conference, Chuo University, Tokyo, Japan (forthcoming).

1978 & 1979/256. Jain, Hem C. "Worker Participation: Lessons from the European Experience", Management Review, Vol. 69, No. 5, May 1980.

1978 & 1979/256. Jain, Hem C. "Workers' Participation in North America", Life Development, Vol. 45, Nov. 1980, Tokyo (in Japanese).

1978 & 1979/256. Jain, Hem C. "Workers Participation Versus Management Control", The Journal of Contemporary Business, Vol. 8, No. 4, Graduate School of Business Administration, University of Washington, Seattle, Washington.

1978 & 1979/542. Jain, Hem C. "The Problem of Disinvestment", Personnel Journal, Vol. 26, No. 3, May 1979.

1978 & 1979/538. Jones, F.E. "Age at Immigration and Educational Attainment", Canadian Review of Sociology and Anthropology, Vol. 18, 1980, pp. 393-405.

1978 & 1979/538. Jones, F.E. "Skill as a Dimension of Occupational Classification", Canadian Review of Sociology and Anthropology, 1980.

1978 & 1979/394. Marr, W.L., McCready, D.L., and Millerd, F.W. "Canadian Internal Migration of Medical Personnel", Growth and Change, July 1981.

1978 & 1979/442. Marr, W.L. and McCready, D.J. "Language Law Effects on Population in Québec", Interdisciplinary Research Seminars, Volume III (forthcoming).

1978 & 1979/40. Moore, L.F. and Ponak, A.M. "The Impact of Unionization on Canadian Banks", Relations industrielles, (Laval), Vol. 36, No. 1, 1981.

1978 & 1979/297. Muthuchidambaram, S. "Settlement of First Collective Agreement: An Examination of the Canada Labour Code Amendment", Industrial Relations (Laval), Vol. 35, No. 3, 1980, pp. 387-408.

1978 & 1979/477. Ohtsu, M. and Walmsley, P.Y. "Educational Opportunity and Geographical Distribution of Degree Teachers in Saskatchewan", Relations industrielles, Vol. 35, No. 1, Université Laval, 1980.

1978 & 1979/60. Skinner, N.F. "Machiavellianism and Achievement Motivation in Business", Social Behavior and Personality, 1981, 9, in press.

BOOKS AND REPORTS
LES LIVRES ET LES RAPPORTS

1978 & 1979/183. Adams, G., Beatty D. and Gunderson, M. "Centralized Bargaining in Health", in A. Sethi (ed.) Industrial Relations and Health Services, Croom-Helm, London, in press.

1978 & 1979/496. Anton, F.R., et al. The Canadian Coal Industry: Prospects and Potential, Detselig Publishers, Calgary, Alberta, 1980.

1978 & 1979/347. Brazeau, L., Quinet, F., Routhier, J.-G., and Sarramegna, L. Index of Clauses Found in Federal Public Service Agreements, Pay Research Bureau, Public Service Staff Relations Board, annual.

1978 & 1979/242. Brody, B. and Cardin, G. "Sectorial Bargaining", in N. Mallette, (ed.) La gestion des relations du travail au Québec (Chapter 23), McGraw-Hill, 1980.

1978 & 1979/1980. Brody, B. and Students. Trade Union Growth, Université de Montréal, Québec, 1981.

1978 & 1979/55. Chanteloup, R.E. (ed.) Labour in Atlantic Canada (monograph) available from the author. Division of Social Science, Box 5050, University of New Brunswick, Saint John, N.B. E2I 4L5.

1978 & 1979/445. Charach, L. and Moore, L.F. Manpower Planning for Canadians: An Anthology (Second edition), Institute of Industrial Relations, University of British Columbia, Vancouver, B.C., 1979.

1978 & 1979/47. Copp, T. and Knipfel, A. Le SITE au Canada, Cumnock Press, Box 821, Elora, Ontario, 1981.

1978 & 1979/47. Copp, T. and Knipfel, A. The International Union of Electrical, Radio and Machine Workers in Canada: A History, Cumnock Press, Box 821, Elora, Ontario, February, 1980.

1978 & 1979/569. Copp, J.T. and Morton, D.P. Working People: An Illustrated History of Canadian Labour, 1981.

1978 & 1979/61. Craven, P. and Traves, T.D. The Making of Industrial Canada: Economic Development, Class Formation and the National Policy, 1870-1930, University of Toronto Press, Toronto, Ontario, 1981.

1978 & 1979/466. Daniel, M., Frank, J.G. and Robinson, W. Employment Growth in the Public Sector: 1960-1979, Conference Board of Canada Executive Bulletin, No. 12, Ottawa, Ontario, April 1980.

1976 & 1977/325. Goldenberg, S.B. and Woods, H.D. "Industrial Relations Research in Canada", Chapter 2 in Peter B. Doeringer, Peter Gourevitch, Peter Lange and Andrew Martin (eds.) Industrial Relations in International Perspective, pages 22-76, MacMillan Press Ltd., London and Basyngstoke, 1981.

1978 & 1979/26. Gunderson, M. and Beatty, D. The Employed Professional: Accountants, Architects, Engineers and Lawyers in Ontario, Ontario Law Reform Commission, Toronto.

1978 & 1979/423. Gunderson, M. "Health Sector Labour Market," in A. Sethi (ed.) Industrial Relations and Health Services, Croom-Helm, London, in press.

1978 & 1979/441. Gunderson, M. Labour Market Economics: Theory, Evidence and Policy in Canada, McGraw-Hill, 1980.

1978 & 1979/257. Ison, T.G. Accident Compensation: A Commentary on the New Zealand Scheme, Croom-Helm, London, 1980.

1978 & 1979/256. Jain, Hem C. Worker Participation: Success and Problems, New York: Praeger Publishers, A Division of Holt Rinehart, Winston and C.B.S., 1980.

1978 & 1979/551. Luryi, Y. "Scientific-Technical Revolution in the U.S.S.R., and the Soviet Labour Legislation", in the Soviet and East European Law and the Scientific-Technical Revolution, Pergamon Press, 1981, pp. 213-239.

1978 & 1979/181. Meltz, N. and Perry, E.G. Bibliography of Masters and Doctoral Theses in Canadian Industrial Relations 1967 to 1978, Centre for Industrial Relations, University of Toronto, 123 St. George Street, Toronto, Ontario.

1978 & 1979/40. Moore, L.F. and Ponak, A.M. "The Impact of Unionization on Canadian Banks", Paper presented at CIRRI annual meeting, June 1981, Halifax, Nova Scotia. To appear in 1981 Proceedings.

1978 & 1979/568. Moscovitch, A., Jennison, P., and Findlay, P. The Welfare State in Canada: A Select Bibliography, Wilfrid Laurier University Press, Waterloo, 1982.

1978 & 1979/301. Muthuchidambaram, S. "Adjudication of Unjust Dismissal Complaints from the Unorganized Sector Under the Canada Labour Code: A Legislative Background and an Analysis of Selected Cases", Paper presented at the Canadian Industrial Relations Association, May 25, 1981, Dalhousie University, Halifax, Nova Scotia.

1978 & 1979/306. Muthuchidambaram, S. Union's Duty of Fair Representation: An Examination of the Canada Labour Code Amendment. Presented at the Annual Congress of the Administrative Sciences Association of Canada/Policy Division, Dalhousie University, Halifax, N.S., May 23, 1981.

1978 & 1979/7. Paterson, J.C., Reasons, C.E., and Ross, L. Assault on the Worker: Occupational Health and Safety in Canada Butterworths & Co., Scarborough, Ontario, September 1981, 310 pp., Appendices and Index, $16.95.

1978 & 1979/10. Peitchinis, S.G. and research assistants. Attitude of Unions Towards Technological Changes, Department of Industry, Trade and Commerce, Technology Branch, Ottawa, Ontario.

1978 & 1979/139. Peitchinis, S.G. and research assistants. Effect of Technological Change on Skills and Educational Requirements, Department of Industry, Trade and Commerce, Technology Branch, Ottawa, Ontario.

1978 & 1979/245. Peitchinis, S.G. and Serediak, M. The State of Labour-Management Relations in Canada, Department of Industry, Trade and Commerce, Technology Branch, Ottawa, Ontario.

1978 & 1979/406. Peitchinis, S.G. and research assistants. Employment Implications of CAD/CAM, Department of Industry, Trade and Commerce, Technology Branch, Ottawa, Ontario.

1978 & 1979/482. Peitchinis, S.G. and research assistants. Technological Changes and the Demand for Skilled Manpower in Canada, Department of Industry, Trade and Commerce, Technology Branch, Ottawa, Ontario.

1978 & 1979/558. Prattis, J.I. "Structure of Resource Development in the Canadian North" in D. Forcese and S. Richer (eds.), Issues in Canadian Society, Prentice-Hall, 1981.

1978 & 1979/347. Quinet, F. and Sarramegna, L. Analysis of Federal Public Service Collective Agreements, January, Pay Research Bureau, Public Service Staff Relation Board, Report No. 130 annual.

1978 & 1979/460. Sandbrook, R. The Politics of Basic Needs: Urban Aspects of Assaulting Poverty in Africa, University of Toronto Press, December 1981.

1978 & 1979/398. Sharir, S. "Discouraged-Employer and Added-Employer Effects: Theory and Implications" Proceedings of the 16th Annual Meeting of the Missouri Valley Economic Association, Memphis, Tenn., February 28, 1980 entitled, The Journal of Economics, Vol. 6, 1980, pp. 87-91.

1978 & 1979/217. Weiler, P. and Study Team of: Hebert, G., Mitchell, B., Rose, J.B. and Strand, K. Mega Projects: The Collective Bargaining Dimension, Canadian Construction Association, Ottawa, Ontario, 1981.

1978 & 1979/492. Wilson, H.E. The Klang Strikes of 1941: Labour and Capital in Colonial Malaya, Singapore: Institute of Southeast Asian Studies, Research Notes and Discussion Paper No. 25, 1981.